



ALL HANDS

MAGAZINE OF THE U.S. NAVY

JUNE 1988

Navy women

Part of the team

EN3 Ann Marie Daub serves as
a whaleboat crew member
aboard USS *McKee* (AS 41).



Secretary of the Navy
William L. Ball III

Chief of Naval Operations
Adm. Carlisle A.H. Trost

Chief of Information
Rear Adm. J.B. Finkelstein

CO Navy Internal Relations Activity
Cmdr. Allen M. Cross

XO Navy Internal Relations Activity
Lt. Cmdr. Patricia J. Anthony

Director, Print Media Division
Lt. Cmdr. J. Morgan Smith

All Hands Editor
W.W. Reid

All Hands Assistant Editor
JOCS Jeannie Campbell

Senior Staff Writer
JOC Robin Barnette

Writers
PH1 Chuck Mussi
JO1 Lynn Jenkins
JO1 Melissa Lefler
JO2 Michael McKinley
JO2 David Masci
JO2 (SW) Gary Ross

Associates for Art and Layout
Richard C. Hosier
Michael David Tuffli

Graphics and Typesetting
DM2 Mike Rodrigues
DM3 P.V. Whitehurst
William E. Beamon

NIRA also publishes *Navy Editor Service*, *Wifeline*, *Captain's Call Kit*, *Navy News Service* and *Information for Your Use*.

All Hands (USPS 372-970; ISSN 0002-5577) is published monthly (June '88 is No. 855) by Navy Internal Relations Activity: Rm. 1046, 1300 Wilson Blvd., Arlington, VA 22209-2307. Second-class postage paid at Arlington, VA 22209, and additional mailing offices. *All Hands* is for sale by Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. Subscription: \$13, U.S. and FPO; \$16.25, foreign. POSTMASTER: Send address changes to NIRA, Rm. 1046, 1300 Wilson Blvd., Arlington, VA 22209-2307.

Send submissions and other correspondence to: NIRA, Print Media, Rm. 1046, Attn: Editor, 1300 Wilson Blvd., Arlington, VA 22209-2307. Phone (202) 696-6874; AV 226-6874 for editorial; (202) 696-6878, AV 226-6878 for distribution. Message: NAVINREACT WASHINGTON DC. The Secretary of the Navy has determined that this publication is necessary in the transaction of business required by law of the Department of the Navy. Funds for printing this publication have been approved by the Navy Publications and Printing Policy Committee.

ALL HANDS

MAGAZINE OF THE U.S. NAVY
JUNE 1988 — NUMBER 855
65th YEAR OF PUBLICATION



Photo by David Fraker

Women sailors meet the challenge — Page 38

4 Shipmates
 Serving aboard USS *McKee*

10 Looking ahead
 A senior woman's perspective

12 Sexual harassment
 Honest talk by Navy people

17 DACOWITS
 A focus on issues

18 Making a difference
 Women at work

26 Profiles
 Women in the Navy

38 On the flight line
 Duty at NAS Lemoore

41 Rights & Benefits, 6
 Retirement

Front Cover: Women plane captains at NAS Oceana, Virginia Beach, Va., look ahead to broadened career opportunities. See story, Page 10. Photo by PH1 Harold Gerwien.

Page 2: Navy Currents takes a look at recent policy developments likely to affect the careers of Navy women through the next decade and beyond.

Inside Back Cover: Mail Buoy/Reunions

Back Cover: YN2 Sandra McClure at VAW 110, NAS Miramar, San Diego, is one of the thousands of women "making a difference" in the Navy. See story, Page 18. Photo by PH2 Trenton James.

Navy Currents

Progress of women

Since 1972, the number of women in the Navy has increased from approximately 7,000 to 54,000. This expansion has changed the complexion of Navy life and presented new challenges to Navy leadership.

Last December, a Navy study group's *Report on Progress of Women in the Navy* was published. It took a close look at the integration of women into the Navy.

According to Vice Adm. Leon A. Edney, Chief of Naval Personnel, the study group was an initiative of then-Secretary of the Navy James H. Webb Jr. However, the need for a study became more apparent after reports of incidents of sexual harassment in the Navy by the Defense Advisory Committee on Women in the Services. "As Secretary Webb was setting his goals for his tour, there was a report from a DACOWITS visit to the Western Pacific that indicated there were areas of concern that needed to be looked at," Edney said. "We took the results of the DACOWITS report and wove that into the already-generated initiative that Secretary Webb had put on the table."

The result was a report that will have far-reaching effects for the Navy. "I think it's the most substantive document that's ever been done on the status of women in the Navy," said Edney. "Forty recommendations out of that report have been approved by the Chief of Naval Operations and SecNav, and we're in the process of executing those recommendations."

The report covered topics such as officer and enlisted career progression, sea/shore rotation for enlisted women, career opportunities, and quality of life and women's health issues.□

Sea/shore rotation

The study group reported that the sea/shore rotation policy for women, outlined in NavOp 65/87, was misunderstood, according to Cmdr. Charles D. Carey, women's policy coordinator to the Chief of Naval Personnel. "They said we need to revise the policy, taking into consideration things like recruiting women into nontraditional ratings, rating entry and general apprentice procedures, and how we assign women to sea," he said.

The revised policy, outlined in NavOp 33/87, was sent out in April and reflects these concerns, as well as "grandfathering" women on overseas tours. That means a woman on an overseas tour who is due for a tour stateside will get a ConUS assignment. If her rotation is for back-to-back overseas assignments, counting as sea duty, she may be assigned to either another overseas tour or to a ship.

"There are still some limitations," said Carey, "but eventually we should be able to approach a sea/shore rotation very similar to what the men experience, rating for rating."□

Chance to advance

The study group addressed advancement opportunities for junior women. "They discovered that a lot of female GenDets — general detail E-3 and below, non-designated airmen, firemen and seamen — appear not to have the same upward mobility as males," Cmdr. Carey said.

The Navy must control the number of women in certain ratings to avoid upsetting the sea/shore rotation balance. "We weren't creating a lot of female firemen," Carey explained, "because there weren't a lot of billets to assign them to sea duty, and there were not a lot of shore billets available. If we created a lot of female firemen, there was no place to send them."

This meant that a larger proportion of women became airmen or seamen GenDets; but then, because of restrictions in striking procedures, women didn't find opportunities to advance. "What we're going to do is reduce the number of female GenDets and get it back into what we think is appropriate for the overall number of enlisted women in the Navy," said Carey.

This reduction will eliminate the logjam of junior non-designated women trying to get ahead. "We are also going to make other proposals that will ease the procedures by which both men and women advance, making them less complicated."

The plans also call for more women to be recruited specifically to nontraditional ratings, instead of bringing them into the Navy as GenDets. In addition, more "A" school billets in engineering, deck and other ratings will be opened to women.□

More at-sea billets

The study group also recommended assignment of women to selected combat logistics force ships — combat store ships, oilers and ammunition ships — and to air crews of EP-3 shore-based aircraft with fleet air reconnaissance squadrons. In September, USS *Cimarron* (AO 177), in Pearl Harbor, and USS *Monongahela* (AO 178), in Norfolk, will be the first CLF ships to have women assigned.

Women can be assigned to any billet on a CLF ship. However, the Navy will start off in a measured way — with about 10 percent of the crew composed of women — and gradually work up to a 22 or 25 percent female composition. That limitation is not discrimination by the Navy; the percentage of women in non-traditional ratings is so small that there aren't enough to fill many of those billets. "We need to shift that skill mix of women from predominantly 'traditional' — administrative and medical ratings — over to an appropriate balance," said Cmdr. Carey. "Once we accomplish that, then we'll find it's a lot easier to fill those billets at sea."□

Pregnancy, sexual harassment studied

Pregnancy, according to the study group's report, is perceived to be a problem by commanding officers, because of lost time, personnel turnover and administrative workload. But the group also found conflicting opinions and inaccurate, outdated information. It recommended a study be done on this particular issue. Cmdr. Carey said the Naval Personnel Research Development Center in San Diego is starting a study this summer. "It will run for three years so we get a full spectrum — on ships, in squadrons, overseas, in isolated duty areas and in ConUS. It will give us a broad view of what's happening in the Navy and how it affects mission areas," he said.

The study group addressed the issue of sexual harassment, following up on the DACOWITS report last summer. It found that sexual harassment is a real concern among Navy women and that there was a lack of confidence in grievance procedures. NavOp 35/88 emphasized the CNO's

policy of no tolerance of sexual harassment in the Navy, requiring additional training of all Navy personnel on the subject by July 1. Vice Adm. Edney explained, "When we looked into sexual harassment, we found that the Navy wasn't sensitive enough.... We certainly didn't find widespread sexual harassment ... such as bodily contact. But verbal harassment we found to be far too prevalent in commands throughout the Navy." He said the training requirement by the CNO is designed to deal with this lack of sensitivity. "We want to communicate to Navy women that you don't have to put up with verbal harassment. The command leadership and leadership in the Navy as a whole doesn't expect you to put up with it."□

Education initiatives

Increased training was one of the recommendations by the study group to deal with health issues and on-the-job relationships. The Navy is pursuing this avenue aggressively, according to Capt. Giles R. Norrington, Naval operations director of the total forces training and education division. The education process will address aspects of human relationships ranging from basic sex education and pregnancy through awareness of sexual harassment and sexual discrimination.

Training will begin in the recruit training commands and "A" schools and continue through senior enlisted leadership courses and the Senior Enlisted Academy. Officer training will also be affected. "It will be a body of training that will help men and women understand their relationships to one another in the work place — professional relationships," Norrington said. "It will also address personal relationships with respect to unplanned pregnancies, human sexuality and sexually transmitted diseases."

Vice Adm. Edney described sailors — both men and women — as tough and resilient. "When you think of somebody working down on the pier, you think of a tough-skinned individual. Well, our sailors are that way," he said. "Within that environment, though, there's an expectation that all individuals will be treated with dignity, that we don't demean the value of an individual, regardless of gender or rank. That's part of our commitment to positive leadership."□

A shipmate is a shipmate

Story and photos by Dave Fraker



Thirty feet above the crane deck of USS *McKee* (AS 41), Boatswain's Mate 3rd Class Kathleen Ellison guides a 500-pound cradle into its mooring slot and anchors it by driving a pin into place.

Certain that the cradle is secure, Ellison unhooks her safety harness to climb down the 30 narrow steps to the crane deck. As she makes her descent, another woman, operating the 30,000-pound crane with the attached cradle, shuts down her machine on the order of her supervisor, BM2 Doreen Dower.

In the past 10 years, women have taken on more operational, sea-oriented responsibilities and their contributions to the Navy's mission continues to grow in less traditional women's jobs, such as operating cranes, rigging ships, weighing anchors, hauling lines and other jobs most often found aboard ship.

McKee is one of 59 non-combatant Navy ships to have women assigned as part of the permanent crew. The San Diego-based ship is a submarine tender with a crew of 1,250 — 350 of which are women.

McKee's commanding officer, Capt. A. E. Walther, believes the women on board his ship have a very positive impact, by helping to stabilize the crew. "In some cases, women carry more than their share of the load. They are trying hard to prove they belong on ships," he said.

Walther said that from his perspective, women are capable of handling all of the traditionally male shipboard occupations. "I don't know of any job," he said, "that can't be done by a woman, including mine."

McKee has been awarded the Battle Efficiency "E" as the best submarine tender in the Pacific Fleet for the past three years and also was awarded the Golden Anchor for retention in 1986. Walther said that

some inherent problems and adjustments come with having a mixed-gender crew. For example, during "man-overboard" drills a seven-member boat crew never has more than two women on board and fire-fighting parties have a gender balance, based on ability.

Need for role models

According to Walther, the presence of women in the crew presents challenges an all-male crew does not. "I don't have enough role models for my junior female sailors," he said. "I wish I had more senior enlisted women on board."

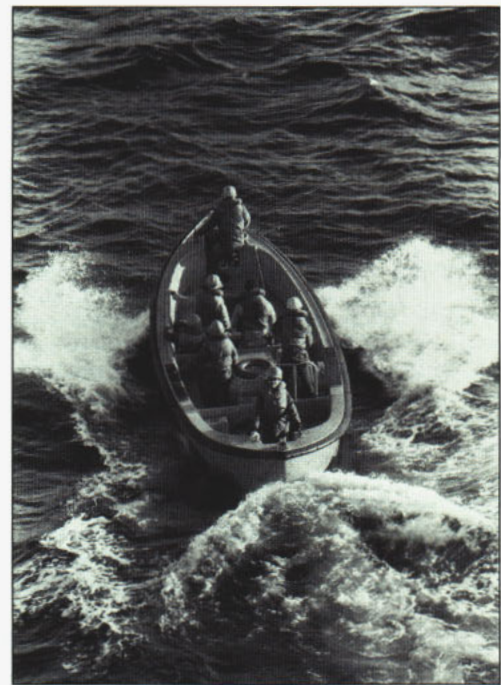
"I have three female chief petty officers and just a few first class petty officers," Walther continued. "But I know we will have more senior women as we continue to retain, promote and develop more female leaders."

The biggest problem is unplanned losses.

"About six women become pregnant each month and the Navy requires they be sent off the ship to a temporary shore duty assignment after their 20th week. That is an unplanned loss we cannot fill by simply detailing in a replacement."

"Once we decrease this unplanned loss and rework the rating advancement process to make it more fair to both men and women, then we will reach an integrated and balanced Navy," said Walther.

On board *McKee*, as with other ships with mixed-gender crews, certain adjustments in lifestyle and attitudes must be made by both the men and women. According to *McKee's* Command Senior Chief, Torpedoman Senior Chief Carl Cobb, male sailors sometimes have a tendency to be overprotective of their female counterparts and try to shelter them from what they deem to be disagreeable shipboard duties and experiences. But a ship can't be



TMSN Melissa Prosser (left) with a .50 caliber machine gun. A *McKee* motor whaleboat (above) has two women in its seven-person crew.

run properly in this manner and Cobb said that male sailors "have to learn to treat women as equals."

Cobb said he had noticed a very positive trait among women sailors — their persistence. He pointed out that they "go after what they want and don't accept 'no' for an answer."

It may well be this persistence on the part of female sailors that encourages Cobb to see a different Navy and a different *McKee* in the future. "Someday," Cobb said, "I see *McKee* with a woman serving as executive officer, with other women in charge of departments." He added with a smile, "I wouldn't be surprised to see a woman as command master chief."

A shipmate is a shipmate

For the women deck plate sailors who live and work aboard *McKee*, the challenges of shipboard life and work in nontraditional ratings aren't that much different than those faced

by the tender's male sailors.

Fireman Sharon Cameron is a machinery repairman aboard *McKee*. Her field is one most women don't often opt for when joining the Navy. But according to Cameron, "Once you learn the trade and experience it, being an MR is not a bad job. Taking a chunk of steel and making something that is very precise is exciting."

Job satisfaction is an important result of Cameron's service aboard *McKee*. The Fairfax, Va., native said her life was going nowhere before she entered the Navy. "After high school, I started working as a bookkeeper and clerk typist. I didn't want to do that for the rest of my life."

Cameron is impressed by the

equality she's seen during her time on board the ship. "Women get the same assignments, take the same exams, and do the same jobs," said Cameron. "A shipmate is a shipmate."

Ship safecracker

MR2 Carol Olson serves as a *McKee* locksmith and takes obvious pride in her work. "There is only one safe I haven't been able to crack," Olson claimed, "and it had to be torched open because of a broken part in the tumbler mechanism."

Olson said she signed up for the MR rating because it sounded interesting and the field was wide open. She made second class in two and a half years.

Olson has a little over a year left on a four-year enlistment. Before the Navy, she managed a fast-food restaurant and said she's never regretted her decision to join the military.

Because of her naval experiences, Olson feels that "every person coming out of high school should do a two-year hitch in the military."

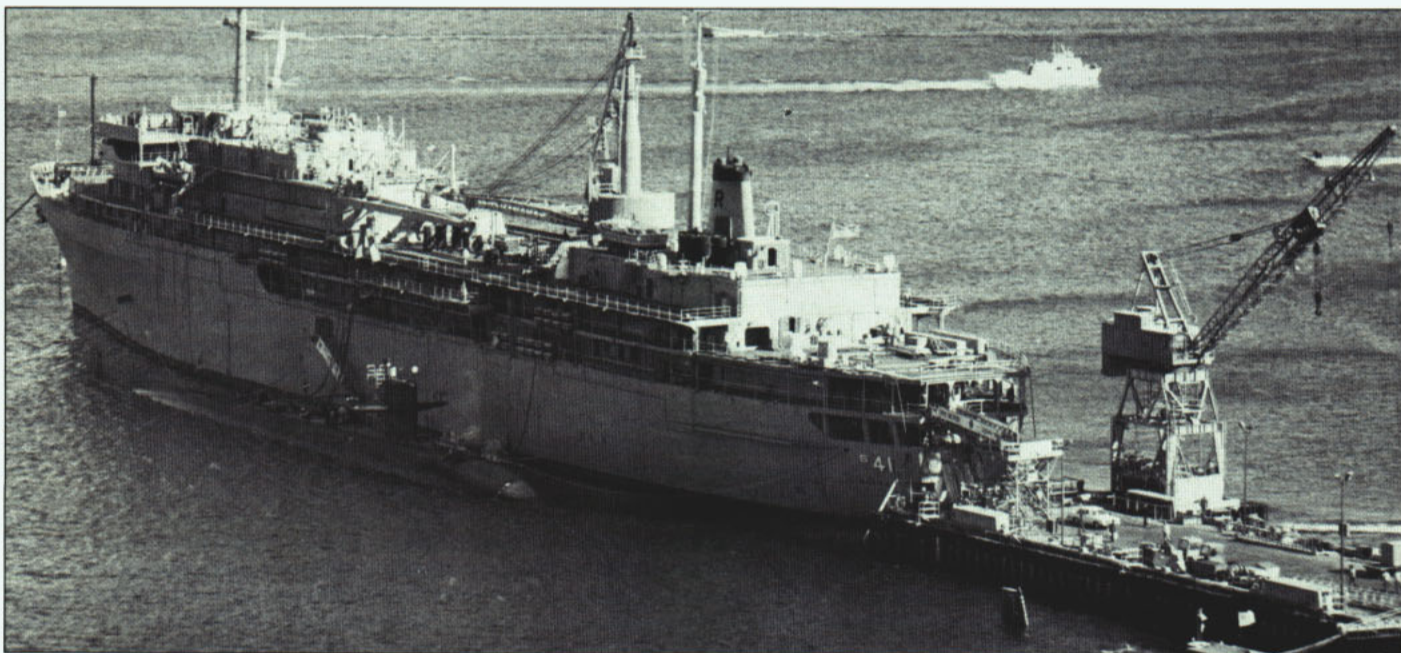
Fire! Fire! Fire!

The ship's intercom blares —



SN Annette Marshall, sailor and mother, proudly shows off her children (above) as EM3 Heather Stewart (right) stands down after a fire drill.





USS McKee (above) has 350 women crew members, one of whom is BM3 Kathleen Ellison (left), here mooring a 500-pound crane cable.

"Fire! Fire! Repair Locker Five respond!" Electrician's Mate 3rd Class Heather Stewart reacts immediately. She comes running through a hatch, carrying heavy rubber boots and a thick rubber pad in one hand and her electrician's tool kit in the other.

During a shipboard fire, Stewart is fast but systematic as she carries out her fire party duties.

With her oxygen breathing apparatus on and functioning, she enters the compartment to secure power before the rest of the fire party, made up of both men and women, enters the space.

"Fire's out, secure the fire party,"

is piped throughout the ship as another drill ends.

"When under way, these drills are a way of life," said Stewart as she removed her OBA, exposing beads of sweat on her face.

The Moses Lake, Wash., native said she knew nothing about electricity before joining the Navy. Since enlisting she's learned a lot about electricity; the most important thing she has learned is respect. "I got my first and only shock when working on a switch that supplied power to a submarine," she said. "I found it pays to fear electricity."

When McKee made a visit to Seattle, Stewart brought her mother on board for a tour. According to Stewart, her mother was in awe. "She was amazed at all the tools and equipment I had learned to operate," said Stewart, "and was very proud of what I had accomplished."

Shop "Super"

There are about 100 different shops on McKee. Interior Communi-

cations Electrician 1st Class Edna Clark is one of 10 women on board who are shop supervisors. In charge of the IC shop, Clark supervises 10 people.

Clark, who is on her second enlistment, has quickly climbed the promotion ladder to her present position. "I was advanced each time I took the IC exam," said Clark. "I feel I've done well."

Clark, who plans to apply for the limited duty officer program, has had few problems being accepted as "super" in her shop. "Once people get to know me and how I operate, then the shop runs smoothly," she said. According to Clark, her number one priority is to do assigned tasks right the first time. Her second priority is advancement. "We always have study groups," said Clark, "and we study as a team. I want to give everyone every opportunity to advance."

Getting a fair shake

Damage Controlman 2nd Class Robin Kaler is McKee's damage control petty officer. As part of her responsibilities, she sets up training programs and administers DC test-

ing. She is also involved in every major damage control evolution during general quarters at sea.

Kaler, who said that the Navy has taught her more in four years than she could learn in college in the same amount of time, feels that the majority of women sailors are assets to the Navy. Before joining the Navy, the Maine native managed a department in a large store and likes the challenge of doing something completely different.

Kaler said that the women who are "getting a fair shake are the ones who work for it and deserve it."

Sea mom

With a wealth of experience that comes from having served 13 years in the Navy, Yeoman 1st Class JoAnn Jones is affectionately known as "sea mom."

Jones began her Navy career as an air traffic controller but found the

hours too demanding. She cross-rated to yeoman to spend more time with her family. She has just completed her third year on board the tender and has, in a sense, become an advisor to many of McKee's young sailors, especially the women. She has seen a full range of attitudes from women.

"I've seen some women go from 'I want to get pregnant so I can get off the ship' to 'I can't wait until I make first class,'" Jones said. "Most of the females that report on board are 18 years old, and the last thing they did before enlisting was have their mothers buy them prom dresses. When they come here and find out they have to overhaul a 30,000-pound crane, they go through some real behavior problems before they find they can do the job and still be feminine."

Jones feels that there is still a lingering perception in society that

places women on a less-than-equal footing with men. "There is a bumper sticker," she said, "that reads, 'A woman has to do the job twice as good, to be thought half as good.' Unfortunately, that is the way some people still think."

A look to the future

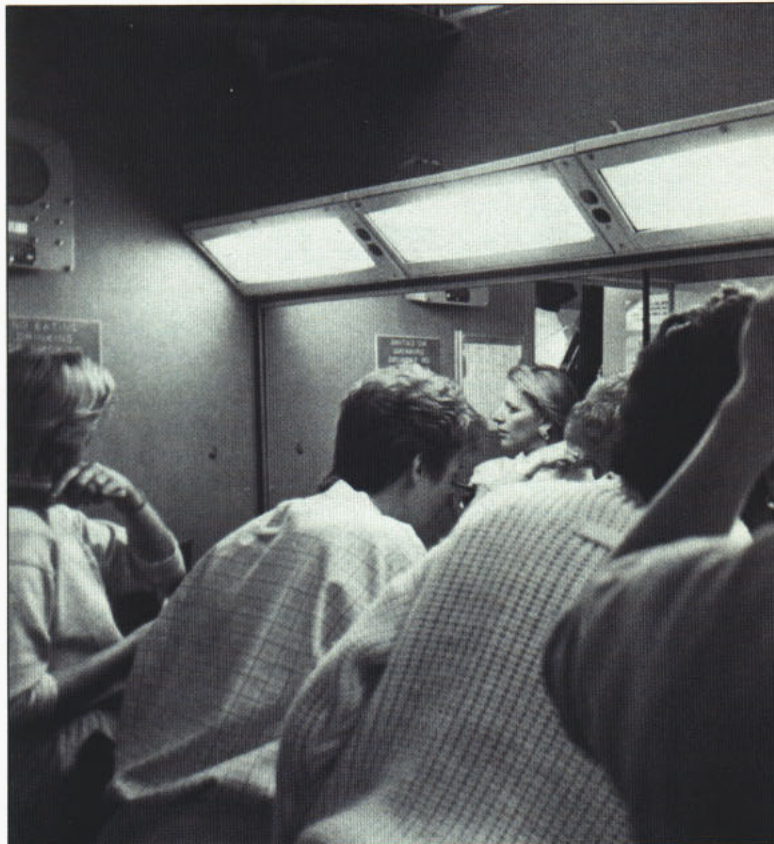
Whether it's operating a 30,000-pound crane or acting as a supervisor (and role model for women new to shipboard life), women have assumed a growing number of operational at-sea billets during the past 10 years. And each year more opportunities and challenges confront women in the Navy.

Said Edna Clark, "Like everything else in life, I think you get out of the Navy what you put into it." □

Fraker is the editor of The Golden Eagle, and works in the Public Affairs Office at NAS Lemoore, Calif.

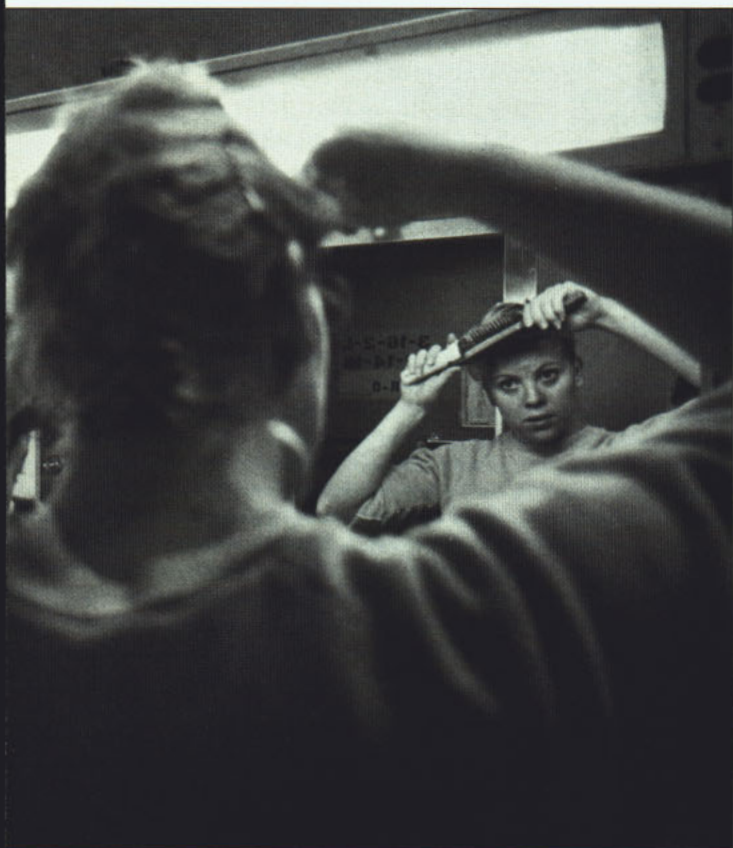


MRFN Sharon Cameron operates one of several lathes in McKee's machine shop.





HT3 Doreen Forrester (left) cuts sheet metal for a locker. *McKee* sailors (bottom left), MRFN Sharon Cameron, HT3 Cindy Becker, EM3 Lisa McKinnon and HT3 Ranell Patterson, prepare to "hit the beach." IC1 Edna Clark (seated below) and her IC shop crew.



Looking ahead

The Navy's senior woman line officer talks about what a woman needs to succeed in today's Navy, and the Navy of tomorrow.

Story and photo by JOC Robin Barnette

One sure thing that can be said about Navy women — without reservation — is that they're here to stay. In the Navy of the 1990s and beyond, women will continue to be an integral part of our Naval forces.

But what opportunities will women have and what is their key to success in the future?

"Some of us in the past tended to look at the glass as half empty. I suggest there needs to be a new focus on the glass as half full," said Rear Adm. Roberta L. Hazard, the Navy's senior woman line officer, currently the director of manpower and personnel for the Joint Chiefs of Staff. Speaking in her office in Washington, D.C., she said she believes that the Navy has reached a crossroads in opportunities for women.

"We've been marching down one road and now there are new avenues opening up," said Hazard, who joined the Navy in 1960.

Women have come a long way since her early days in the service. A major turning point was reached in 1967 when a new law removed numerical limits on the total number of women in the services and ended promotion restrictions on women officers.

In the 1970s, the Navy increased the numbers of women and also opened the majority of officer communities and enlisted ratings to women. The first women entered the Naval Academy in the '70s and women served aboard ship as part of the ship's company for the first time.

During the 1980s there has been a quiet consolidation of women's roles in the Navy. At least, that had been the case until 1988. The opening up



Rear Adm. Roberta L. Hazard

of seagoing billets aboard selected combat logistics force ships, more billets with shore-based fleet air reconnaissance squadrons, plus new attention to career paths for women officers, have all broadened horizons for Navy women.

"I think we now need to energize ourselves to make these new oppor-

tunities work — and I'm talking about both men and women. That is going to take some hunkering down and some concentrated effort," Hazard said.

New opportunities equate to new challenges, and the challenges have an impact on everybody. "We're talking about social change," explained Hazard. "It is fundamentally a change that causes disruption in the expectations of both men and women — men as to the roles of women and their attitudes toward women, and changes in the attitudes of women themselves toward what should be expected of them, what they should be required to do."

Altering set ideas about what women's roles are is difficult for many people. "Social change does not come to human beings very comfortably or easily and it normally takes a good deal of time to work out comfortable new patterns of thinking. That's what we're in the midst of," Hazard said. The admiral added that the availability of new billets aboard combat logistics force ships may stimulate more discussion as everyone adjusts to this new opportunity for women.

Women made major contributions to the Navy during both World Wars, and they have been a part of the regular Navy since 1948, when President Truman signed a law abolishing the auxiliary status of military women. But even though women have been a part of the Navy for 40 years, they are still a minority, making up only

nine percent of the Navy population. As such, they are still learning to function in a male-dominated organization. It is challenging to become part of a new group in any situation, but especially for a minority member.

"I think some women lack the self-confidence to move into the middle of an established team, because they don't want to make themselves vulnerable," said Hazard. "That would be true of some individuals in any group, and it certainly wouldn't apply only to individuals who are minority members." She pointed out another factor that may apply by comparing the experience of Navy women to that of a student attending a new school and trying to make friends. "There are established groups. Sometimes those groups, unintentionally, by virtue of their own dynamics as a group, keep people on the margins. There's nothing malevolent in that," she said, "it's just the continuity of an established group operating with newcomers."

Action must be taken to enable women to overcome the effect of group dynamics in Navy settings, and leadership is a key element, according to Hazard.

"One of the challenges for leadership within the Navy is team building," she said. "For optimum productivity and morale you have to have all the members of the team ... working together, in concert, to get to their goal. We need to make sure that that kind of team identification and folding in of *all* the members, including the female members of the team, is going on today if we want to be as successful and cohesive as we should be. I think leaders really need to look for ways to fold in those who may be left on the margins of the group."

Hazard emphasized that this doesn't just happen at senior man-

agement levels. "It really starts with the LPO who recognizes that ... for optimum productivity he's got to have everybody pulling in the direction that he wants his work center to go. He's got to recognize the essentiality of *everybody's* contribution."

However, it isn't simply the responsibility of management to bring women into the team: women have a responsibility to join the team.

"Women need, through their own initiative and with the support of the institution, to make sure that they know the job, that they do the job, and that they meet the highest standards in order to avoid any derogation of the mission of the Navy," Hazard said. "And with their credible performance comes acceptance."

Hazard stressed the importance of professionalism. "I go back to one of the favorite things that I say to women audiences," she said, referring to her frequent addresses to women's groups. "Women must be professional.... I absolutely believe that success in our world equates to *not* what's in it for me, but what can I contribute? [The Navy is] fundamentally a service organization and to those who contribute most, I am absolutely convinced will come the greatest rewards. That requires a large amount of selflessness, which is not necessarily fashionable, either among men or women."

Professionalism means more than technical knowledge and the skillful application of management techniques, Hazard said. It also means identifying certain qualities of character valued by an organization — whether it's the Navy or a private corporation — and honing them.

"From my perspective in the Navy," she said, "those qualities include flexibility. I think that we've got to be flexible, to adjust to changing priorities, changing leaders, changing expectations, changing duty stations.... I think it requires

loyalty — loyalty to the institution, loyalty to the chain of command, and a loyalty which requires that we know our jobs.... I think the institution requires moral courage. And I'm talking here about integrity. We need to hone our moral values and to have our actions comport with what is right. The individual who is a cheat and a liar and an abuser of others ... ultimately is not going to succeed in this organization.

"I also think that the institution expects 'positivism,' and what I connect with positivism, which is enthusiasm.... If you mope around and groan and moan, you're not going to be welcome within the group, whereas if you really like to take charge, move out and get the job done — and be positive about it — you'll find, number one, that you enjoy it, but number two, that your acceptance [by the group] is about 50-fold greater than the down-in-the-mouth type will receive."

Navy women are facing new opportunities with the expansion of at-sea billets in significant numbers and wider dimension, said Hazard, and this in an environment where the Navy's military and civilian leaders are emphasizing proper attitudes toward women, and others, as essential to the Navy's mission. "We have to take ownership for what happens next," she said. "New opportunities mean new responsibilities — responsibilities shared by women and men in the interests of the Navy."

She encourages Navy women to take the long view of things: change isn't achieved overnight. "The challenges are extensive, but you must get in and work to make positive things happen," Hazard said. "Don't just complain or get out of the Navy. *Change is possible*. We have proven that over and over again." □

Barnette is a staff writer for All Hands.

Sexual harassment

Story by JO1 Lynn Jenkins

Newspapers and experts across the country have focused the public's attention on allegations of sexual harassment in the military during the past year with headlines like "No Excuse for the Harassment Women Face in Armed Forces," and "Navy Men Need to Learn the Right Way to Treat Women."

For many, reading about allegations of sexual harassment within the Navy came as a surprise. "When I read about it in the newspaper, I was surprised. It was an eye-opener," said a female chief petty officer, referring to a well-publicized incident involving a commanding officer of a ship on a Western Pacific cruise last year.

The Navy is taking aggressive action to correct the problem and increase awareness of sexual harassment problems. By July 1, 1988, sailors throughout the Navy must receive training on the recognition and prevention of sexual harassment. The Navy has also taken steps to emphasize the importance of identifying and correcting problems of sexual harassment and made the Inspector General's "Fraud, Waste and Abuse" hotline available to persons who feel their sexual harassment complaints have not been resolved by the chain of command.

Not only were there accounts in

newspapers detailing cases of blatant sexual harassment, but two independent groups investigating the progress of women in the armed services found evidence last year of sexual harassment in the Navy. Both the Defense Advisory Committee on Women in the Services report and the Navy Study Group's *Report on Progress of Women in the Navy* cited sexual harassment as a problem in the Navy.

The study group's findings showed that although both verbal and physical harassment are present, the most prevalent forms of sexual harassment were sexist jokes and demeaning comments. A much less frequent form of sexual harassment entailed "coercive behavior on the part of a senior," according to the study.

The main cause of sexual harassment in the Navy might be a lack of communication and education. "Men and women often differ in their perception and definition of sexual harassment," the study group noted. According to its findings, "Women perceived sexual harassment to be rampant and blatant; men perceived it to be infrequent."

Women also felt that individuals in the chain of command would not support them in the case of a complaint but would support the senior, usually a male. Men thought that

whether or not they were guilty, the command would side with the woman.

The study group also found that Navy women felt that they are harassed and put down by being assigned to administrative work and not being allowed to work in their ratings. Men felt that women get favored treatment by being assigned to 'cushy' jobs.

Pregnancy was another issue involving possible sexual harassment in the work place. Women believed that when they became pregnant, they were often unnecessarily restricted from some tasks in their ratings, while men thought that women used pregnancy as an excuse not to do their jobs.

How allegations of sexual harassment were reported was also investigated by the study group. Men felt that any sexual harassment complaints went directly to the commanding officer, while women perceived that complaints of harassment were blocked by middle management and did not reach the commanding officer.

All Hands interviewed Navy men and women from the fleet to discuss the issue of sexual harassment and publish their thoughts and perceptions about the problem: what it is, and what's to be done about it.

Editor's Note: Our discussions with sailors did not dwell on blatant examples of misconduct, but on the less obvious forms of harassment. We talked to sailors with both ship and shore experience, interviewed experts on the subject of sexual harassment, legal representatives and Navy policy-makers. In an effort to get frank answers from Navy men and women of all ranks, our participants were promised anonymity.

All Hands: Using a scenario involving a female sailor and a group of male sailors, you decide if the actions of the men are a form of sexual harassment.

Scenario: She is hot and sweaty, most of all she is tired, but all she has to do is run down the pier and she will be finished with her two-mile run. Seaman Jane Doe is using her lunch hour to get in shape for the Navy's biannual physical readiness test. Dressed for the hot and muggy weather in a T-shirt and jogging shorts, Jane rounds the corner and begins the final stretch toward her ship. As she heads down the pier, today — just like every other day — the whistles and comments begin. "Hey babe, you've got some nice looking ... there."

All Hands: While you're thinking about the scenario, consider this: How do you define sexual harassment?

2nd Class, female: Sexual harassment is when it becomes necessary to fool around to protect your job.

Master Chief, male: Sexual harassment is expecting something other than a professional performance out of somebody.

3rd Class, female: I'm not really sure what the Navy defines as sexual harassment.

Master Chief, male: To tell you the truth, a lot of us don't know what you call sexual harassment.

All Hands: The Navy's definition of sexual harassment is very specific.

The Navy: Sexual harassment, in part, is defined as deliberate or repeated offensive comments, ges-

tures, or physical contact of a sexual nature in a work or work-related environment. It is also defined as influencing, offering to influence, or threatening the career, pay or job of another person in exchange for sexual favors.

The expert: Everyone has a different definition or perception, depending on his or her background. We need to increase our understanding of the types of inappropriate behavior in this area of human relations.

All Hands: It's obvious that there are all kinds of sexual harassment, ranging from dirty jokes and sexual innuendos to outright sexual advances or demands for favors where rejection or submission could affect a person's career. But even though sexual harassment covers a wide range of unacceptable activities, what is important is that sexual harassment will not be condoned or tolerated in the Navy. What are some specific behaviors that you would interpret as sexual harassment?

3rd Class, male: I guess when someone is offended sexually.

Chief, female: There was this warrant officer — what he *did* didn't seem like sexual harassment, but it was demeaning. He would pat me on the top of the head. But he didn't do it to the men, just the women, so maybe it *was* sexual harassment.

1st Class, female: Men don't define sexual harassment the same as women. Men probably define it as unwanted sexual acts. It's that, but more.

All Hands: She's right. Sexual harassment means different things to different people — not just demands for sexual favors or outright sexual acts, but also sexist remarks and dirty jokes — all of these can be construed to be sexually harassing.

The expert: To some women it's the wrong kind of look, to others it's not sexual harassment until it becomes physical. It's important to learn what behavior can be perceived as offensive.

All Hands: Sometimes it's hard to really determine what sexual harassment is in a given situation. There are lots of misunderstandings and different points of view, but if someone feels they have been a victim of harassment, corrective action can be taken. If an individual feels that her (or his) complaint of sexual harassment will not be properly resolved or has not been properly resolved by the chain of command, they may use the Inspector General's "Fraud, Waste and Abuse" hotline as an alternate means of reporting allegations of sexual harassment. The hotline number is commercial (202) 433-6743, or Autovon 288-6743, or toll-free 1-800-522-3451.

Although some forms of sexual harassment are difficult to define, others are pretty obvious.

The lawyer: If someone runs up behind a female and grabs her in a way that she considers sexual, we don't need an instruction on sexual harassment. That's called "assault."

Say you have a situation where a male chief and a subordinate female petty officer were sleeping together and she later claims sexual harassment. The chief says, "No, she consented. I never pressured her." Something has happened but it's going to be very difficult to show what it was. You have a one-on-one situation with no witnesses. He says she consented. She says she was threatened. In investigating a case like this, the Navy prohibition on fraternization is a great fallback. Consent isn't the issue. Because of the appearance of unfairness, morale in that office goes down — we don't care about consent, we're going to charge the chief with fraternization.

I think the thing that is important about sexual harassment, particularly in the disciplinary system, is that there is no specific article in the UCMJ dealing with sexual harassment. You have to find out exactly what the person said or did, then you go through the UCMJ, and see if you

“NavOp 35/88 makes sexual harassment training mandatory on or before July 1, 1988.”

have any ready remedies for it. And there are tons of them in there. “Fraternalization” is one, “conduct unbecoming an officer” is another.

All Hands: Everyone agrees one of the first steps in resolving sexual harassment problems, real or perceived, is educating sailors. The CNO has recently begun a Navy-wide mandatory training program on recognition and prevention of sexual harassment.

Master Chief, male: Probably the biggest problem is that the males’ definition of sexual harassment doesn’t always equate to that of the females. As we get more senior women in the Navy maybe those people will be able to educate the men.

Study group: Nearly one half of the persons interviewed report they

have not attended training on the prevention of sexual harassment during their naval careers.

The expert: NavOp 35/88 makes sexual harassment training mandatory on or before July 1, 1988. This training can be in the form of the Navy’s rights and responsibilities classes. The syllabus contains a definition of sexual harassment and lessons to educate personnel on its prevention.

All Hands: The most common forms of sexual harassment are sexist jokes and demeaning comments. Sailors exposed to these types of behavior need to make it clear they find it offensive. If talking to someone who uses verbal harassment doesn’t stop the offender, then the individual should be reported to the supervisor or next senior person in the chain of command who is not involved.

2nd Class, female: A dirty joke doesn’t usually bother me that much — unless it’s really derogatory against women.

1st Class, female: I wouldn’t say a dirty joke is sexual harassment. Most of the time when you hear an off-color joke it’s told in the company of people you know, where it’s going to be laughed at.

Master Chief, male: Profanity on the job is not sexual harassment. Sometimes the females use more profanity than the males.

Study group: Some women elect to return the vulgar language, demeaning names and put-downs in kind. They feel they are “fighting fire with fire.” Many men interviewed perceive this as giving credence to the idea that women enjoy the bantering and that it promotes team spirit.

3rd Class, female: It doesn’t bother me. I constantly use that terminology myself.

Master Chief, male: It embarrasses me to hear how many females actually use those four-letter words.

The expert: One of the survival techniques people develop is co-opting —

following the behavior of the group so that you will fit in.

1st Class, female: It would depend on what was being said. Sometimes it’s just the way some people are.

The lawyer: We may have to tell people how to speak. But then we hear the arguments about the First Amendment and “free speech . . . I’ve got my rights. . .” that sort of thing. However, the military has always said individual rights are surrendered if there is a military necessity. This aspect of free speech may be one of those areas.

2nd Class, female: Profanity is harassing, but not necessarily sexually harassing.

The expert: What we would like people to learn, is to think before they speak and maybe decide what they were going to say wasn’t such a good idea.

1st Class, female: Women have to take a lot of comments day-in-and-day-out while at work.

The expert: You don’t hear racial jokes in the work spaces. Why should sexist jokes be OK? A parallel of integrity can be drawn between racism and sexism — neither belongs in a professional environment. We must ensure *all* people are treated professionally, with human decency and dignity — regardless of their rank, rate, race or gender.

2nd Class, female: We had a chief who constantly told off-color jokes. He’s not going to be missed by anybody, male or female.

The expert: If you don’t like something, the first thing you should do is speak up. The problem is, I think, a lot of our junior women have not yet gained the self-confidence needed to appropriately criticize a senior’s behavior. But by not saying anything you foster the old idea, “If she doesn’t disagree, she must like it.” Or, “She’s asking for it.”

1st Class, female: In my division aboard ship, we had one male petty officer who was a real church-goer. He did not appreciate foul language,

so we tended to keep dirty jokes and foul language away from him.

The lawyer: The sexes may not be really all that different in ways they are offended. If I have somebody working for me who takes the Lord's name in vain a lot and someone else who is highly religious, it is my job as a supervisor to address the problem. It's a morale problem as well as a leadership problem.

All Hands: Certain forms of address can also be perceived to be incidents of sexual harassment. Every individual has his or her own opinion about whether terms like "honey" and "sweetheart" are forms of sexual harassment.

1st Class, female: I prefer not to be addressed that way.

2nd Class, female: My husband can call me "honey" — but he's the only one.

Master Chief, male: No, it's just the trait of an individual. If it offends, he should be told.

1st Class, female: I don't consider that harassment really. I grew up in the South and everybody calls each other pet names. Even women call other women "darlin'."

The lawyer: Those terms are disrespectful to an individual as a professional. We have SecNav and OpNav Instructions covering that.

All Hands: Perhaps on a personal basis it's OK to call one another something a bit less formal, but in a working environment, we all need to be respectful and professional.

The lawyer: I think there are enough instructions out there now, that every male supervisor should know you don't refer to females as "honey." I don't care if you've been doing it for 30 years, that's irrelevant. If I have, say, a chief who refers to women as "honey" and he says he's always done that and doesn't mean anything by it, I say, "I understand that, but today is the first day of your new life."

1st Class, female: You have to unlearn things that you learned grow-

ing up. People who use those words are not trying to harm you, it's just a word they've grown up with. The best you can do if you don't like something, is tell them.

The expert: It is difficult to change a person's attitudes. But we can correct their behavior with positive reinforcement. And with time, hopefully, the attitudes will also change.

Master Chief, male: I would expect a senior to call a junior, "petty officer this" or "petty officer that."

2nd Class, female: I would never, ever, say to a subordinate or a peer, "Hey, honey, can you come over...." Yet it's happened to me many times. It makes me feel like they are patronizing me. It's like they're saying I don't have as much professional worth.

Chief, female: Don't do it. I'm not your "honey" or your "sweetie." I will not put up with that.

2nd Class, female: I'm a stickler about that. If someone calls me "honey," I call him "beefcake." That is normally the end of it.

The expert: I would put myself on report if I ever called a black Navy man "boy." What's the difference?

The lawyer: The problem with sexual harassment of a verbal nature is it's so fleeting. Once somebody says, "He said X," short of running a tape recorder at the time, how would anyone know if "X" was really said? People normally don't run tape recorders.

1st Class, female: Each individual has his own limits. People will generally back off, if you let them know they have reached yours.

1st Class, female: It is the responsibility of the person offended to speak up and tell him she doesn't appreciate the term. Then if it doesn't stop, use your chain of command.

All Hands: As Navy professionals, we are all responsible for our own actions. Sometimes women are less than professional in their behavior in a work environment, flirting with their male counterparts or telling

off-color jokes. They may be perceived by their male counterparts as bringing problems on themselves.

Chief, female: I really believe junior women sometimes give mixed messages about what is acceptable — especially aboard ships. I don't believe they have enough training about how to work with men. But then again, junior men, right out of boot camp, are not trained on how to work with women.

1st Class, female: It comes down to basic good leadership and making it known what your limitations are. It's not fair nor realistic to say there is going to be no reference to sexuality. But it's very important that you make it known what your limits are and that it's important people abide by those limits.

1st Class, female: I can't blame sexual harassment on the man if the woman is giving mixed signals.

Chief, male: I know by the way she carries herself if a young lady is playing games. Some women don't play games, but a lot of them do. They walk around without a bra on or something and they invite the attention that can lead to problems.

The Navy: OpNavInst 5345.1B — Using sex, sexuality, or sexual attractiveness to obtain something of value is "sexual politics." Similarly, wearing sexually suggestive clothing is not sexual harassment. It may, however, be a violation of the uniform regulations or dress codes and is clearly inappropriate in the Navy.

Study group: Some men believe that women encourage these types of behavior, the implication being that the harasser's culpability is lessened.

The expert: This is another example of the attitude, "She asked for it."

All Hands: Sexual harassment may not be just a problem within the Navy but in male-female relationships everywhere.

2nd Class, female: Stationed overseas, I had a harder time with the local civilian men, than with men in the Navy. It got so bad, I actually had

“Sexual harassment—those same men would hate to see their wives or sisters treated like that.”

to take action. They just have a totally different idea of women — different cultures, different attitudes.

Study group: Some women in overseas locations report that host nationals physically harass them both in the work spaces and while engaging in recreational activities on the bases. The women interviewed believed that their seniors were not responsive to their complaints.

The expert: We are making our overseas commanders aware of the problems so that they can work to prevent sexual harassment by host nationals. It's the base commanders' responsibility to make sure it is understood by everyone that sexual harassment will not be condoned on base.

All Hands: Whether you're the leading seaman, the master chief petty

officer of the command, or the commanding officer, it's your leadership that's the key to putting a stop to sexually harassing behavior. Part of being a good leader is standing up for what is right and setting a good example.

Master Chief, male: In the military we should be professional.

Chief, female: It's the chief's responsibility to stop sexual harassment before it becomes a problem.

The expert: Each supervisor has the responsibility of ensuring the work environment is harassment-free.

All Hands: It's clear that everyone has an opinion about what sexual harassment is and what it is not. It's a matter of perceptions and how different people react to different behaviors. Good leadership, training and education, and thinking before you speak will all help in alleviating sexual harassment in the Navy.

Getting back to the scenario about the woman jogging down the pier who received comments from some male sailors — were the whistles and cat calls she received compliments, or a form of sexual harassment?

1st Class, female: That kind of behavior is disgusting. Some men think it's flattering, but it's not — it's disgusting.

Master Chief, male: It is sexual harassment, but that's the way males are brought up in our society and we are not going to change them.

Study group: If she appealed to a supervisor, more often than not, the offending behavior was discounted as “insignificant,” reflecting a common (but erroneous) justification: “Boys will be boys,” or “That's just the way men are.”

3rd Class, female: I don't really get upset by what they say, because men are men and it just goes in one ear and out the other.

Chief, female: I can remember when I would walk down the passageway and get the whistles — boy, it would make me angry. I hate that — it's the

worst kind of harassment because you can't identify where it is coming from.

2nd Class, female: That's a form of behavior for “low-lives.”

The lawyer: The whistles and cat calls are a form of sexual harassment. The most effective recourse for women is to use the chain of command.

2nd Class, female: Yes, it's sexual harassment — those same men would hate to see their wives or sisters treated like that.

Chief, female: It is sexual harassment. It used to happen all the time. It would really tick me off.

2nd Class, female: Yeah, it's harassment, whether you are in uniform or not. It's demeaning. I don't whistle at nice-looking young men. I would like the same treatment from them.

The expert: I recently attended a sexual awareness class where the jogging scenario was used. I was amazed by how many junior sailors, not just men, but junior women as well, were unaware that this is a form of sexual harassment. We need to educate our people — junior, senior, up and down the chain of command. With good training we can begin to see changes in behavior and eventually changes in attitudes toward women in the Navy.

Master Chief, male: We use the jogging scenario in a sexual awareness class I teach. All too often the male sailors seem to think that if she is out jogging, she's asking for it. We try to educate and teach them that it is no different than a male jogging in just shorts. What are the women supposed to do? Wear suits of armor?

Chief, female: It's a matter of awareness. We need to be more sensitive about how our behavior affects those around us. We're all a part of the same team.□

Jenkins is a staff writer for All Hands. JOC Robin Barnette contributed to this story.

DACOWITS: a focus on issues

Story by JOC Robin Barnette

Imagine a Navy where civilian husbands of Navy women don't have the right to use the Navy exchange; where women officers can advance only to the rank of commander; where women can't serve aboard ships or attend the Naval Academy.

The scenario seems impossible, but if it weren't for the Defense Advisory Committee on Women in the Services it might be real. While DACOWITS has not been the only influence, it has played a key role.

"Most of us wouldn't be here had DACOWITS not pushed for the repeal of the law that had the two percent ceiling [on numbers of women in the military], and that was as recently as 1967," said Capt. Kathleen D. Byerly, a Navy representative to the committee.

Since it was established in 1951 by the Secretary of Defense, DACOWITS has been a powerful force in the recruiting and retention of women, upgrading of housing and improvements in benefits to family members of women. DACOWITS has also had impacts in areas such as career advancement, pay and allowances and job opportunities. The committee has direct access to the SecDef and lobbies Congress on behalf of military members.

DACOWITS has approximately 30 civilian men and women members who live in all parts of the United States. Although they are nominated and selected through a screening process, their three-year terms of service are voluntary. Members include state senators and representatives, presidents of corporations, lawyers, consultants, journalists, accountants, educators and others.

"Even though it is a political ap-

pointment that is prestigious for them," said Byerly, "it is a voluntary thing. They don't get paid for it — they have to make time in their own busy professional schedules to make the trips required of them and try to stay up-to-date on *all* the issues of *all* the services."

In addition to the civilian members, military representatives like Byerly are also assigned to DACOWITS from the SecDef's office, the Navy, Marine Corps, Army, Air Force, and Coast Guard. The Navy's military representatives are the link between DACOWITS and the Navy. They attend the committee's conferences each spring and fall, and sit in on meetings with the subcommittees and executive committee to answer questions.

DACOWITS gathers information by visiting military installations and talking with people. During a visit to a Navy or Marine Corps base, for example, members talk with sailors and Marines to find out their problems and concerns. "If the Navy goes out and asks people about their concerns, they might tell us what they *think* we want to hear," she said.

DACOWITS is effective as a link between military members and the SecDef, Congress and the service chiefs. "I see DACOWITS as another avenue to get information," said Byerly. "What are Navy people thinking and saying? Do they have the right information? It gives us a chance to get input from sailors, officers, their families — everyone."

DACOWITS has been involved in key issues over the years. Here are some of the highlights:

- 1960 — The committee supported legislation to change the dis-

criminatory way that quarters allowance was computed when both husband and wife were military.

- 1967 — The President signed into law a bill supported by DACOWITS that removed limitations on the number of women who could serve in the Armed Forces and improved the career opportunities of women officers by removing promotion restrictions and eliminating forced early retirement.

- 1970 — DACOWITS lobbied for a bill to provide equal treatment for married women members of the uniformed services.

- 1974 — The committee supported admission of women to the service academies.

- 1978 — With support from DACOWITS, a change was made to the law to allow women to serve aboard Navy ships.

- 1983 — Three new subcommittees were established to focus on specific issues: readiness and utilization of women in the military, women's opportunities to develop careers and quality-of-life issues for all military members.

Today, DACOWITS is concerned about issues such as combat restrictions and their affect on utilization of military women; how the role of women may be impacted by the declining number of men available for military service; housing, health care and child care for all service people and elimination of discrimination and sexual harassment.

Because of its past effectiveness, DACOWITS is sure to continue as a powerful force for men and women in the Navy and other services. □

Barnette is a staff writer for All Hands.





Navy women

Making a difference

Navy women have been making a significant contribution to the defense of the United States for more than 40 years. And in recent years, that contribution has been expanding. Navy women today serve in more different types of duty stations, in more places around the world, in more positions of greater authority and have achieved expertise over a wider range of Navy skills than ever before.

This is not to say that women were accepted without resistance into what had been an exclusively male domain for hundreds of years. But the question of unanimous acceptance has long since become moot; women are an indispensable part of today's Navy and, as demographics, politics and societal perceptions move into the 21st century, the role of women in the Navy will be greater than ever.

In the following pages, *All Hands* pays tribute to the women who are making this growing contribution — women from every walk of Navy life.

From SAs cleaning out paint lockers, to cardiothoracic surgeons saving lives in Naval hospitals. From criminal justice experts to guided missile experts.

From airdales to clerks, from line handlers to computer specialists, *All Hands* salutes Navy women everywhere.

Photo by PH2 Trenton L. James



Photo by PH1 Michael Flynn



Photo by PH1 Harold Gerwien

Lt.j.g. Kathy Purdy Owens (preceding page) is a C-2 pilot assigned to VAW 110, NAS Miramar, San Diego. From the flight line to aboard ship, Navy women have established themselves in roles that before now were thought to be nontraditional or "not a woman's place."



Photo by PH1 Michael Flynn



Navy women — under the flag, in the Pentagon, in operating rooms, everywhere around the world — serve with distinction.



Photo by PHT Robert Shanks



Photo by PHT Chuck Mussi

Photo by PHT Chuck Mussi



Photo by PH1 Chuck Mussi



Photo by PH1 Michael Flynn

**Nontraditional roles made traditional:
plane captain, band saw operator and
master-at-arms.**



Photo by PH2 Trenton L. James



Photo by PH3 Charles D. Brooks

Air traffic controllers, brig supervisors, divers, lawyers — day in and day out, Navy women awake to the same challenges as their male shipmates.



Photo by PH1 Michael Flynn

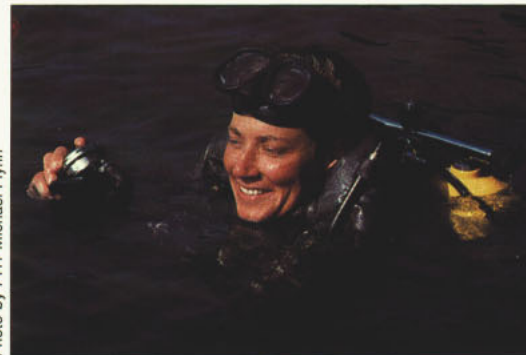


Photo by PH1 Michael Flynn

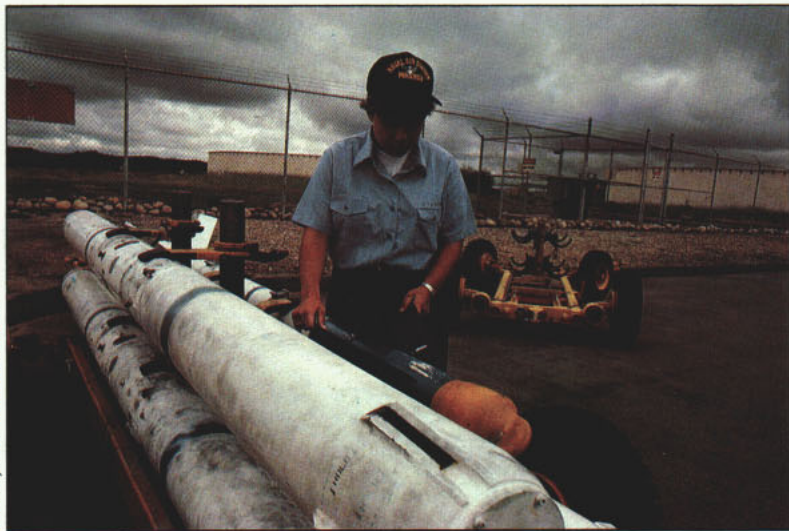


Photo by PH1 Michael Flynn

Photo by PH1 Harold Gerwien



Photo by PH2 Trenton L. James



Navy women are armed with determination — and sometimes pack heavier firepower than just that. But whether working on a security team or on a lathe, they rise to meet the challenges, opportunities and adventures of serving in the U.S. Navy.

Photo by PH1 Michael Flynn

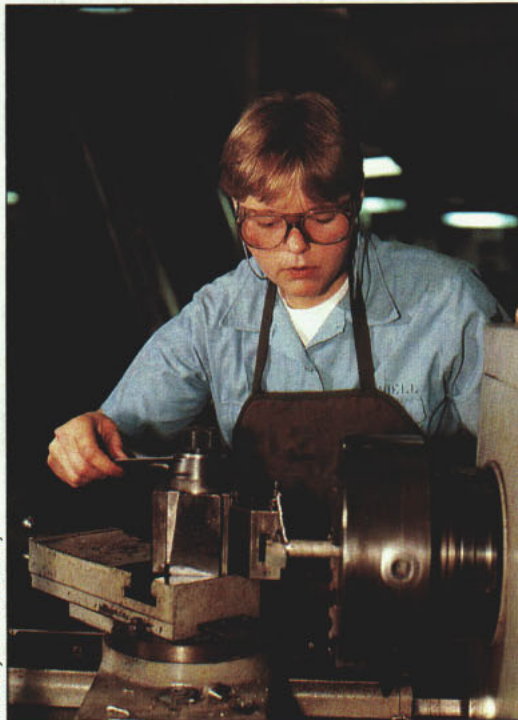




Photo by PHT Chuck Mussi

When the job is done, and done well, whether it's cleaning empty cans from a paint locker, wrapping up paper work, or providing ground support for the Blue Angels, it doesn't matter who did the job, man or woman. The important thing is that it was done by a Navy professional.



Photo by PHT Michael Flynn



Photo by PHT Michael Flynn

Women in the Navy

The backgrounds of women of the U.S. Navy are as varied as the nation itself. Navy women hail from every state in the Union. They come from all walks of life. They were raised in rich, poor and middle-class families. They're from the country and the city. They represent different races and religions. Their reasons for being in the Navy are varied, too — they're looking for training, security, adventure, education, challenge, or maybe all of those things. The following profiles provide a closer look at a few of the individuals who make up the population of Navy women.□

ET2 (SW) Leith Regan

Story and photo by JO2 David Masci

One of the 810 sailors on board USS *Jason* (AR 8) is Electronic's Technician 2nd Class (SW) Leith Regan. The 36-year-old works in the floating factory's R-4 division, calibrating gauges and trouble-shooting electronic equipment.

The New York native joined the Navy in 1983 after earning a bachelor's degree in psychology at Syracuse University. She said her background prepared her for her role in the Navy.

"I think that, as a petty officer, it's necessary to have a feeling for people, to work with them and motivate them," she said. "If you can motivate them, you can lead them."

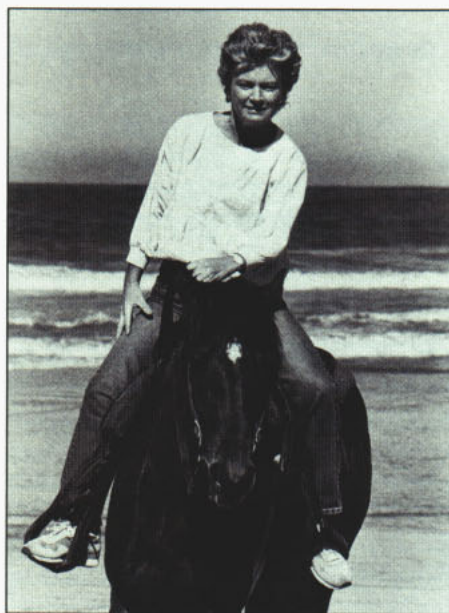
After 19 months of boot camp, basic electronics school, and "A" and "C" schools, Regan reported to *Jason* one week before the ship's January 1985 Western Pacific deployment. "I remember thinking, 'For the next three years, I'm going to be living in a world where the doors don't have doorknobs,'" she said. "It was such a culture shock to me. This was a real ship, like I had seen in the World War II movies."

Even after completing "A" and "C" schools, Regan had more to learn about shipboard tools and procedures. "When you're first out of school, it's scary," said Electronics Technician 3rd Class Alan Wilson, who taught Regan much of what she knows about calibration. "Leith really first started applying herself in the 'cal lab,' and she's a lot more confident now than when she first came aboard."

Now an old hand herself, Regan said *Jason's* rule is, whoever is most qualified does the job. "When I'm in

charge of a piece of equipment and there's a problem with it, I do the work," Regan said.

She also found out there is a lot more to shipboard living than learning one's rating. She said she learned



a lot about interpersonal relationships with so many people living in such a small area.

"I'm not sure how much 'A' or 'C' schools can teach you about being on a deployment for seven months — sleeping in a rack in the same compartment with 140 other women, having to share showers and being considerate," Regan said.

In addition to her job as an ET, Regan has also been tasked at various times with the usual myriad collateral duties that are an inevitable part of shipboard life: damage control, supply, compartment cleaning, quarterdeck watches, security alert teams, electronics gear maintenance,

working parties, and so on.

"Last WestPac we chipped and painted the outside bulkheads of women's berthing," she said. "After the collision with USS *Willamette* [AO 180] in January 1986, we ripped out lagging, chipped paint and the whole nine yards. I've done everything right along with the men. That's the way it's got to be."

Regan said she has a strategy to deal with bad days. "I remind myself why I came in the Navy — for the travel and for varied assignments," she said. "I ask myself if that's what I'm getting. I am."

With two WestPac deployments under her belt, Regan has traveled the breadth of the Pacific and Indian Oceans, from San Diego to Madagascar. She's visited her favorite port, Hong Kong, twice.

"It's romantic," she said. "You can see the old fishing villages and the vibrant, modern city."

Her interest in varied assignments will continue, though her tour on board *Jason* will soon end. Regan reenlisted for another "C" school and sees herself going from learner to teacher and possibly an instructor billet. The thought of being a leader for a large class does not intimidate her.

"I feel I can handle the responsibility if I have my priorities right — that is, treating people with dignity and getting them to buy into our common goals," she said.

Off duty, Regan has gone camping in the Adirondack Mountains and the Grand Canyon. She's ridden horses since she was a teenager, and learned to sail in Diego Garcia.

Regan said that, overall, she has mostly fond memories of her tour aboard *Jason*.

"Shipboard duty is the Navy," she said. □

Masci is assigned to NIRA Det. 5, San Diego.

Ens. Lynn Schrage

Story and photo by JO1 Melissa Lefler

Just before lunchtime, Ens. Lynn Schrage locks the door of her small, paper-strewn second-floor office and descends narrow stairs to a dimly-lit, plushly-carpeted dining room. She sniffs the aromas from steaming silver chafing dishes, checks the crested dinnerware for spots and chips, and consults with the servers clad in starched white aprons.

Schrage is one of two women limited duty officers now assigned to Supreme Allied Commander, Atlantic, in Norfolk. She leads a department of 15 sailors and civilians who work in the officer's mess. She is in charge of supply accounts, keeping the books, concocting elaborate, internationally flavored menus, and cooking the lunches that must satisfy the palates of 400 NATO officers from around the world.

Although she worked in the same department as a chief storekeeper, she says that being the boss is harder. Most evenings she takes work home, tallying accounts and studying instructions at her dining room table while her sons Jeremy and Jeffrey do their homework.

When Schrage joined the Navy in 1975, she followed her dad and two older brothers into the sea service, at the urging of a third brother who had just enlisted. His recruiter had persuaded him to find three more recruits and thus get promoted before leaving for boot camp.

Schrage was the third recruit.

"My brother got advanced to E-2, and I had to go in as a seaman recruit," said Schrage, laughing at the memory.

Schrage never forgot her brother's lesson in working within the Navy system, a formula she insists allows

her to juggle her roles and responsibilities: wife of Lt.j.g. Jerry Schrage, also an LDO, mother of 8- and 4-year-old sons, Scout leader and big sister.

Schrage's youngest sister, Airman



Maryjane Grimm, joined the Navy eight months ago, and admits her sister is the reason why.

"Lynn's my idol," Grimm said without hesitation or embarrassment. "Since I was a baby, I've looked up to her." Grimm is an aviation maintenance administration man with Norfolk-based Helicopter

Antisubmarine Squadron 30, and lives with the Schrages in Virginia Beach.

"She helped me grow up," Grimm said. "I could always tell her anything. She never criticizes, she helps you come to the right decision yourself. She's the same way with her kids — she makes deals with them. It's their decision to play first or do their homework first."

When Schrage first pinned gold ensign's bars to her collar in November, one year and two months after putting on chief's anchors, she became one of 76 women LDOs among the 7,355 women officers in the Navy. In 1987, the year Schrage was selected, she joined 11 women and 244 men who were chosen from a field of almost 3,500.

Schrage speaks with enthusiasm about interspersing the officer corps with LDOs.

"I am a much stronger officer because I have been a chief petty officer. That seaman, I know what she's feeling because I've felt that way, and I know what it takes to make her want to get the job done."

Schrage has such a solid record of hard work — including one beneficial suggestion that won her a \$900 cash award — that SACLant's command career counselor, Chief Yeoman Paula Atienza, said she was sure Schrage would be chosen for the LDO program. Schrage went through chiefs' initiation with Atienza in September 1986 — an experience Schrage said creates "bonds you don't break easily."

Determination bolsters everything she does, and she won't allow doubts that she can have it all.

"I can't imagine life without a family, and a career, but of course that's because of the way I was raised," she said. "Mom stayed home and took care of eight kids. I went back to Pittsburgh recently, and old friends said, 'Why are you

doing all that? Why aren't you home with your kids? How do you take care of those two boys and work every day?"

"If you want to keep it all, you have to do it all," she answered.

With her husband at sea aboard USS *Coral Sea* (CV 43), Schrage is a "geographical single parent," a situation which she anticipates will occur regularly for one or the other of them for the rest of their Navy careers. Their roles will switch in June, when she reports to the six-month Naval Supply Corps School in Georgia and the boys stay in Norfolk with their father.

When faced with the choice of family or Navy, she stops cold, shaking her head. "I'd have to find a way to fix it so it didn't come down to that. I have come this far — I can't let it go."

Schrage remembers that she wasn't always so ambitious. But am-

bition snowballed with each milestone until the more she achieved, the more ambitious she became.

"If you are going to succeed, you have to look at all the angles," Schrage said. "When I first joined, I always had somebody around to look out for me, so I could go forward, and now I'm senior, and I can do that for somebody else."

Her sister agrees that Schrage is ambitious.

"Lynnie was always on the honor roll, but I didn't know she was so ambitious until she joined the Navy. It's like she's a robot — she's programmed herself for success. I really don't believe there's anything she can't do."

Grimm thinks there is an additional explanation — Schrage's husband's successes.

"She keeps up with him, that's what gets her going. It's like a race between them. They're very compet-

itive," Grimm said.

The Navy, Schrage said, has given her everything she has. "I stand tall, I'm so proud of what I have accomplished. The Navy thinks I'm good enough to do this job, and I'm going to do it."

This attitude produces results that other people can see.

"She's an excellent leader, manager and friend — the best kind of friend to have," Atienza said. "She's easy to talk to, she's objective, she inspires you to do better by encouraging you. You always seem to come to the right conclusion after talking to her. That's why she's where she's at today."

Grimm sums her sister up simply.

"If I had my way, I'd be just like her. When I told Mom I was going in the Navy, she said, 'It can't hurt you. Look at Lynn.' "□

Lefler is assigned to NIRA Det. 4, Norfolk.

YNSN Marsha Curtis

Story and photo by JOSA Marke Hensgen

Walking down the long passageway, her legs become tired. As she asks herself, "When will I get there?" she realizes she is lost.

This is a common occurrence for anyone unfamiliar with the Pentagon, and for Yeoman Seaman Marsha Curtis, the scene was all too real.

Hailing from Muncoda, Wis., the 18-year-old Curtis isn't used to big city life.

Curtis now works in the Secretary of the Navy's mailroom sorting and stamping incoming correspondence. She was interviewed for her Pentagon position by instructors at yeoman "A" school.

"I was an honor graduate in yeoman 'A' school," Curtis explained,



"and was the youngest woman in my boot camp company."

"When I entered the school office for the interview," Curtis recalled, "I became uneasy because the other yeomen were rushing around trying to complete certain projects. The first question I was asked was if I could handle pressure. After seeing what they went through that morning, I wasn't sure how to reply."

Curtis' fear of not handling pressure was soon dispelled when she arrived at the Pentagon in November 1987.

Working in SecNav's mailroom, located down the passageway from the SecNav and CNO offices, means Curtis meets some very important people.

"I remember I was routing correspondence," Curtis said, "and I heard someone say, 'Seaman Curtis, would you like some chocolate?'" The voice was that of Secretary of

the Navy James H. Webb Jr.

Curtis would like a career in graphic design, and when her tour at the Pentagon ends, she would like to be a part of the seagoing Navy.

"You get out of the Navy what you put into it," Curtis said. "A lot of people want the Navy to do every-

thing for them and don't want to take responsibility for themselves."

Walking toward the south parking exit, legs no longer tired, Curtis secretly chuckles to herself at the obviously lost sailor who is searching for room numbers on the doors. She asks him where he's heading.

"The south parking exit," he answers, his face turning red.

"Follow me," she says and confidently leads the way down the long passageway. □

Hensgen is assigned to the Office of the Chief of Information, Washington, D.C.

FN Sheri Vernon

Story and photo by JO2 F. X. Kelley

Standing tall, shoulder to shoulder, the four-member color guard heeds only the voice of the ensign bearer. Moving in unison, the close-knit quartet crisply performs a complex series of maneuvers. Voicing the commands is Fireman Sheri Ann Vernon, the lone female member of the U. S. Navy Ceremonial Guard Unit's color guard platoon.

Vernon joined the ranks of the elite unit in March 1987 and is one of four women in the 198-member Ceremonial Guard Unit. Because of her marching skills and her ability to meet the minimum height requirements of 6 feet, 1 inch (Vernon is 6 feet, 2 inches), she was invited to audition for the colors platoon.

Scanning the color guard from the left to the right rifleman, it's virtually impossible to tell its members apart. The only difference between Vernon and the others is that she wears a woman's combination hat instead of a "dixie cup." Other than that, there's strict uniformity, from the white ascot to the men's issue Corfram shoes, complete with heel brass.

"I enjoy the color guard and the exposure to the public. My favorite duty is the joint service color guard

function — there's an opportunity to meet new people, and the pride involved with being the only representative of the Navy. It's the high-visibility efforts which particularly interest me," said the 21-year-old sailor.

There are more tangible rewards, too. The Sweepstakes Trophy at the Three Rivers Festival in Ft. Wayne,

Ind., and a first-place finish as the top military unit in the St. Louis Veteran's Day Parade were both taken by the Navy unit of which Vernon was a member.

The appearance of the color guard unit at functions throughout the country often cuts down on the 3,000-mile distance between her Sacramento, Calif., home and her Washington, D.C., duty station, but Vernon's family has yet to see her perform. This bothers her somewhat — not so much because of her parents, but because of her siblings.

"I'm the oldest of four children. My sister doesn't pay much attention to what I do, but my eleven-year-old twin brothers are at the age where everything about the military is exciting — they're really looking forward to seeing me in action," Vernon said.

They'll soon get their wish, because their sister was recently selected to carry the Navy colors in a television advertisement scheduled to air during the summer Olympics. The ad is for armed forces recruiting, and Vernon was chosen to be on the joint services color team in the ad.

The beginnings of her career as a sailor and ceremonial guard member go back to when Vernon was facing a tuition crisis while studying to become a registered nurse at American River Community College in Sacramento. After looking into various alternatives that would allow her both to earn and learn, she opted for the



armed services as a means of continuing her education.

Although she was somewhat apprehensive about her choice, and concerned about her family's receptiveness, they actually aided her in selecting the Navy as her branch of service.

"My family was initially surprised by my decision to enlist in the military," said Vernon. "But they soon warmed up to the idea. My father is an Air Force veteran, and some of my other relatives were also in the military — their experiences influenced me," she recalled. "It was my father who suggested the Navy, however, since he felt it offered the best advancement opportunities."

In November 1986 she was sworn into the Navy and sent to basic recruit training in Orlando, Fla. Although she intended to enter the hospital corpsman rating, she had to change her mind when corpsman "A" school wasn't available to her.

It was a presentation by a recruiting team from the Ceremonial Guard which started her on her way as a member of her present unit. She possessed the necessary qualifications, was impressed by the guard's bearing and appearance, and felt that the duty would be both challenging and interesting, so she volunteered for the unit.

After a screening process, she was selected as a Ceremonial Guard Unit

trainee and received orders to Naval Station Anacostia in Washington, D.C., the unit's home. There she began a five- to 15-week training phase.

"The average sailor completes the training in eight weeks," said Lt. Richard J. Thomas, the officer-in-charge of the Ceremonial Guard Unit. "Fireman Vernon was ready to march with the unit in six."

Upon completing her tour with the Ceremonial Guard, Vernon plans to request the corpsman "A" school and complete her enlistment as a hospital corpsman. □

Kelley is assigned to ABFC, A3 101, U.S. Naval Reserve Center, Chicopee, Mass.

IM2 Patricia White Bear

Story and photo by PHCS Ron Bayles

"Since entering the Navy," said Instrumentman 2nd Class Patricia A. White Bear, serving on board USS *Jason* (AR 8), "the most important things I've become aware of are my priorities and what I want out of life. The Navy has made many opportunities available to me and I have used those opportunities."

Jason is a repair ship with a mission to provide mobile repair services to fleet ships. Originally designed as a heavy hull repair ship for repairing battleships and aircraft carriers during World War II, *Jason's* repair capabilities have been expanded over the years and are extensive, sophisticated and varied.

White Bear, who joined the Navy in June 1981, is a graduate of Omaha Technical High School.

Before entering the Navy, she was

a volunteer outpatient group leader in a chemical dependency hospital and worked for the state of Nebraska in a juvenile facility.

Navy instrumentmen are instrument mechanics and small machine repairmen. They install, service, repair, adjust and calibrate a wide variety of small machines, such as office machines, gauges and other precision measuring devices, as well as watches and clocks.

"I chose to become an instrumentman," White Bear said, "because it looked interesting and offered a bonus."

"I currently work in the calibration lab," she added. "We maintain all mechanical types of measuring instruments used on board ship. These include temperature, pressure, rotational, dimensional, mea-



suring and reading devices."

White Bear continued, "My job serves a vital function — to give accurate readings on measuring devices."

White Bear said she found living on board a ship with very little storage space, and adjusting to shipboard lifestyle in general, to be very challenging.

White Bear has finished her first WestPac deployment. She visited the 7th Fleet ports of Diego Garcia, Republic of the Philippines, Singapore

and Hong Kong. "I enjoyed Hong Kong," she said. "The people seemed so well-adjusted and loving to us."

In her leisure time, White Bear enjoys photography and, because of her outgoing personality, encourages others to get involved in this pastime as well.

A single parent, White Bear has

two children, Frederick and Jodi. "My son says 'I'm proud of you, Mom, you're doing so well in the Navy,'" she said with a smile. □

Bayles is assigned to the 7th Fleet Public Affairs Representative, Subic Bay, Republic of the Philippines.

PHCM Kathy Dyer

Story and photo by PH2 Dolores Parlato

Observing people, through the lens of a Navy camera, was how she started her career in 1964.

Twenty-four years have passed, and it's been a long time since she's looked through a lens, but Master Chief Photographer's Mate Kathy D. Dyer is still observing, and teaching, people.

"The Navy is different now than it was when I came in. Young men and women enlisting today have the world at their feet. They can do almost anything they want," she said.

Dyer recalls that, when she first enlisted, she had few of the opportunities that today's sailors enjoy.

"We had no real career choices back then — you either joined the Navy or you didn't."

But Dyer went on to build an interesting and varied Navy career. After "A" school in Pensacola, Fla., her first duty station was a photo lab in Memphis, Tenn., after which she found herself back at "A" school—this time as an instructor.

Dyer eventually found she was taking the camera down from her face and looking at people more. For the next five years she worked out of her rating as a recruiter in Seattle.

Dyer next spent two and a half years at the Navy Manpower and

Analysis Center Atlantic, in Norfolk. She was assigned to a work simplification area, which fascinated her.

"We talked about working



smarter, not harder," she said.

A tour in Pearl Harbor started out with Dyer as head of the graphics division and wound up with her moving into the role of the command senior chief.

"I enjoyed working with people, and I enjoyed seeing immediate results from problems solved. It was a very rewarding experience," she said.

It was also there that she made master chief in 1983.

"Even when I was a senior chief, I really felt that there was no way that making E-9 was going to happen. There had never been a woman master chief photographer's mate — ever," Dyer said.

Dyer then attended the Senior Enlisted Academy in Newport, R.I., in 1985. She did well and stayed on, working as an instructor at the academy until 1986, when she took on the duties of her present job as the Academy's deputy director.

Last year Dyer was chosen to sit on the CNO's panel to study the progress of women in the Navy. Dyer was one of only four E-9s selected for the panel.

Once again, the Navy had Dyer looking at people. The study took her to Hawaii, the Philippines, Iceland, Sicily and Scotland.

"The panel was broken into four groups, and the group that I was on studied quality of life," Dyer said. "We talked to a lot of women about how they perceived the Navy on uni-

form issues, berthing, child care programs, medical care and other topics.

"I was glad to participate in that study because the long-term effects of that panel are going to be immense."

Dyer said one effect will be to eventually change the way women are recruited into the Navy. Many young women are not pushed to understand mechanical concepts, she said. When they come into the Navy and take the entrance exams, they fail to qualify for ratings that are traditionally male, such as machinist's

mate or electrician's mate.

"So now the Navy has a two-fold problem: Some ratings are overmanned, thus making it hard to make rate, and some ratings go undermanned," Dyer said.

But Dyer said she believes in evolutionary changes, not revolutionary changes. "I don't think that evolutions should be so slow that you can't see them — they should be at a pace that is visible."

At the end of Dyer's first enlistment, she considered getting out of the Navy. But she looked at what the Navy had to offer, and although she

said there were inequality problems in 1968, she had to admit that the Navy was basically still ahead of the power curve on equal opportunity. She still thinks that is true today.

"I could have gotten out and gone into private business, and I probably would have made more money," she said, "but I don't think I could have had more fun, done more interesting jobs or met a more professional group of people." □

Parlato is assigned to the Public Affairs Office, Naval War College Newport, R.I.

Lt. Cmdr. Deborah Gernes

Story and photo by PHCS Ronald W. Bayles

It's quite a transition from research assistant in the department of molecular biology at Harvard University to executive officer of a U.S. Navy destroyer tender. But for Deborah S. Gernes, it was just part of the "broadening experience" she was looking for.

The 1967 graduate of Brookline

High School, Brookline, Mass., is a lieutenant commander and XO of the 7th Fleet destroyer tender USS *Cape Cod* (AD 43).

Gernes received a bachelor's degree in zoology from the University of Massachusetts at Amherst in 1971 and entered the Navy in 1973. She was awarded a master's degree in

computer systems management from the Naval Postgraduate School in Monterey, Calif., in 1983.

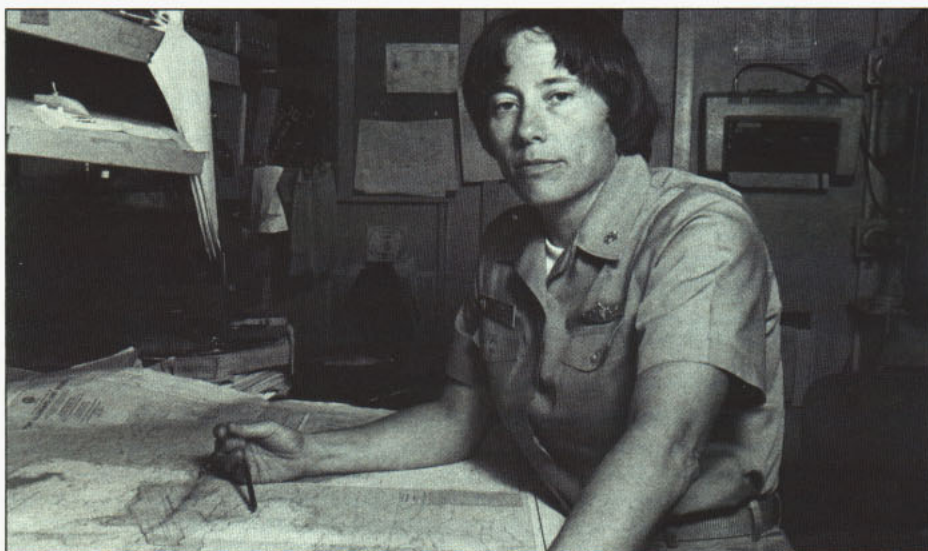
Gernes reported aboard *Cape Cod* in June 1987 as the XO. "The job of executive officer has been one of the most challenging jobs I've had in the Navy," Gernes said.

Gernes qualified for command at sea in November 1987. This makes her eligible to be a commanding officer of a ship. She is also a qualified navigator.

She has had her share of worldwide deployments, and recently made her third Western Pacific cruise. Gernes has had the opportunity to visit ports-of-call in Spain, Italy, Norway, the Virgin Islands, Puerto Rico, the Philippines and Singapore. "I enjoy traveling," she said. "I find every country enjoyable."

Concerning *Cape Cod*'s recent deployment to the Indian Ocean, Gernes said, "We did exactly what this ship was designed to do — went to a forward area and tended units of the 7th Fleet. It's an important job and I am glad to be part of it." □

Bayles is assigned to the 7th Fleet Public Affairs Representative, Subic Bay, Republic of the Philippines.



YN2 Deborah Cheek

Story by JOC Robin Barnette

The stereotype: The "80s woman" has a successful career, secure family life, beautifully kept home, plus outside interests and hobbies. The slick magazines make it look easy.

The reality: It's far from easy, especially for the Navy's '80s woman. Yeoman 2nd Class Deborah Cheek is typical. A 27-year-old mother of two, her husband David is also a sailor. This '80s woman wants it all — family and career, home and ship.

"People ask, 'Why do you want to go to sea?'" said Cheek. "The men, especially, say, 'You're not going to like it.' But what they don't understand is that, as a woman, I have to compete with my peers, and my peers are mostly men. And that's just a fact of life — this is the Navy. 'Haze gray and under way' is what it's all about."

Cheek, currently on duty in the carrier operations branch of Commander Naval Air Force Atlantic, Naval Air Station Norfolk, is working toward an assignment aboard a ship.

"I did five days temporary duty aboard the *Lexington* (AVT 16), and it was a super experience. It verified my feelings of, 'yes, I want to go and do that job,'" said Cheek. "I'm excited about the combat logistics ships coming open to us. What I'd really like is to be part of that initial female portion of the crew on one of them, because they're doing their mission whether it's peace or war-time. They can do hard steaming time — major deployments — you're always under way. It would be just a super operational experience!"

Cheek talks in superlatives — and means it. She's bright, cheerful, en-

thusiastic. She's a dedicated Navy professional: energetic and tough.

But in addition to her professional role, she's a family person. Her husband David, an electronics warfare technician 1st class aboard USS *Theodore Roosevelt* (CVN 71), is often deployed, and care for their daughters, ages 7 and 2, falls to her.

"I tell you, anything I accomplish



Photo by PH1 Chuck Mussi

in my Naval career I credit to some super women — my permanent babysitter and a standby. Sometimes I have to drop my children off at 5 o'clock in the morning and they don't see me until 7:30 at night," Cheek said. "It is hard on the children. We try to make up for it as

much as we can on weekends and holidays — that's family time. I think it's made them more independent and stronger."

A family, dual careers, and one spouse always at sea, all mean breaking out of traditional roles. Cheek will one day be aboard ship, and her husband on shore duty. "People say, 'Gee, the man staying home with the kids? How's that going to work?' But *I* do it," said Cheek "and so can he." Then she laughed and continued, "I plan, I try to establish a lot of support factors and he's going to have to do the same thing. He's going to have to be father and mother, and it's the same thing I do."

Cheek has been interested in military service since her childhood, when her father held colors every evening with Cheek and her younger sister. "He taught us how to fold the flag properly. These things were important to him," said Cheek, reminiscing about growing up in Muskegon, Mich.

Her father served one tour with the Army. "He always talked about how he wished he'd stayed in. That made me think about making the Navy a career. I didn't want to grow old and say, 'Why didn't I?'"

She joined the Navy in 1982, but got out in January 1986 because of conflicts between David's career goals and her own. She stayed in the Naval Reserve, but was unhappy. "I resented David's career opportunities terribly, I resented civilian life. I just couldn't make the adjustment," Cheek explained. Eleven months later, she was back in. "It's pushed me more to excel because I have a greater appreciation for my job."

In addition to child care and a more than full-time job, Cheek is trying to earn her enlisted aviation warfare specialist designation and is completing an officers' correspondence course on seamanship, "that covers everything from nuclear pro-

pulsion to navigation. It's way over my head in some areas, so I've had to work extra hard at that."

Not surprisingly, Cheek's gung-ho outlook on Navy life flags from time to time. "Sometimes I ask, 'How much longer can I do this? How much longer can I keep up the 12- or 14-hour days and still be a decent mother and live in a clean house?'

Sometimes I start to burn out," she said. "But then I take a day or two of leave, take an afternoon off. I like to call my mother. She's a successful businesswoman and always gives me positive motivation."

For Cheek, the reward of Navy life comes down to job satisfaction. "I go home at night and I always feel like I contributed," she said. "My mom

always told me that I'd be judged one day by the amount and quality of work I put out in a day. And in the Navy you're always guaranteed that there's enough work. And that's not always an eight-hour day. Whether it's a 14- or 16-hour day, you always have the chance to excel."□

Barnette is a staff writer for All Hands.

YN2 Merry Daise

Story and photo by PHC Chet King

Yeoman 2nd Class Merry C. Daise hopes to change her rating to legalman soon so that she can pursue her degree in criminal justice. But for the time being, she enjoys her job in the operations office of Patrol Squadron 48, NAS Moffett Field, Calif.

Daise keeps busy with the typing and filing for the operations office and two additional offices. "My job as a yeoman consists of typing correspondence and reports, typing up and printing out the daily flight schedule, plus typing and filing for two other offices," she said.

"Everybody in this squadron has an important job," Daise continued. "As a team, we support each other. Even though I don't fly, I support the crews who do."

A 1977 graduate of Hardaway High School in Columbus, Ga., Daise attended Columbus College for two and one-half years before deciding to try the Navy.

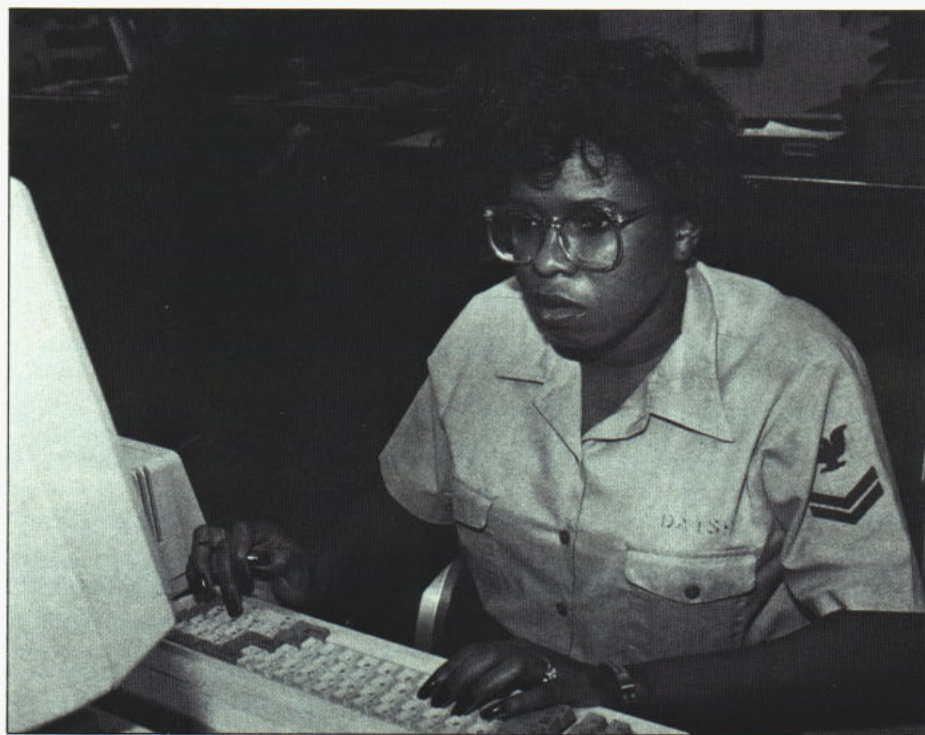
"I joined the Navy in 1982 for a new challenge and to take advantage of the education and travel opportunities," Daise recalled. "I've found that opportunities for women in the service are just as good as those for men."

Daise has had the opportunity to travel throughout the Pacific, especially to Hong Kong, Japan and Thailand, in addition to the Philippines. "Everybody has their favorite country to visit; mine was Thailand. The people were really friendly, and the shopping was great, especially the

bargains in jewelry," she said.

Daise said she plans to reenlist when her current enlistment expires and hopes to change her rating to legalman. She looks forward to working with Navy lawyers and hopes to become a lawyer herself, once she has her criminal justice degree.□

King is assigned to the 7th Fleet Public Affairs Representative, Subic Bay, Republic of the Philippines.



Lt. Elizabeth Taggart

Story and photo by JO2 Margaret Nelson

She graduated early from high school and was barely 16 years old when she started college. She completed her studies, with degrees in psychology and English, and left the world of academics to join the Navy. She was two weeks shy of her 20th birthday when she was commissioned.

Lt. Elizabeth Taggart, now 25, said her decision was based on a feeling of patriotic commitment that could best be realized by service to her country.

The University of Rochester, N.Y., graduate now serves as the assistant operations officer at Naval Submarine Base Bangor, Wash., supervising 106 men and women.

Taggart has had to adjust her management techniques to better supervise the boatswain's mates, quarter-

masters, hull technicians and other ratings in operations. These ratings, as well as her position, have predominantly been held by men in the past.

Taggart admitted, "I may not have been taken seriously at first, but my drive for excellence has earned me the respect of junior and senior personnel.

"When you change a system that's existed for years, you'll always run into resistance. It was hard for the senior chiefs in my department to adjust to working for a female, and I had to adjust to a male-oriented work environment."

Taggart's duties include supervising operations conducted aboard three yard tugboats.

"My men and women work in all conditions keeping the tugs in full readiness," Taggart said. "They may

not be the cleanest sailors in the Navy, but they're top-notch workers."

Visiting one of the tugboats based in Bangor, you'll find men and women scrubbing, painting and cleaning the decks. Their uniforms normally show signs of the task at hand, with spots of grease, paint and dirt permanently ground into their clothing.

"I've given up on fingernails in this job," Taggart said, "and I don't get as mad as I used to about ruined uniforms."

When she's not conducting inspections on the tugboats, you may find Taggart counseling one of her sailors or reviewing paper work on the day's activities.

"I used to come on like a barracuda — demanding everything and everyone to be '4.0,' but that was counter-productive and an impossibility," Taggart said. "I realized I was actually falling into a 'hatchet-female' stereotype — one of the categories men put women into."

Putting the lessons learned in her five years of Naval service to good use, Taggart says she has become a better people manager, and more tolerant and patient in all types of situations.

"Since joining the Navy, I've learned things are not always black and white," Taggart said. "You have to take each person, situation and scenario in stride and learn to be versatile in how you approach each one."

Taggart's off-duty time is spent in the weight room at the gym, working out with her husband, Christopher, who is also a Navy lieutenant.

"Christopher is my best friend," Taggart said. "We do just about everything together. He's always supported me in my endeavors.

"I'm at a crossroads in my life. I'm in the process of choosing between a family or a career."



Taggert, a Korean American, said her parents met while her father was with the U.S. Army in Korea.

"I grew up as an Army 'brat' and had considered attending the U.S. Military Academy at West Point, but I chose the Navy because I felt they had more opportunities for women

officers," Taggert said.

Taggert said she'll always carry with her the satisfaction that she presented a positive image of Navy women to everyone she met.

"It's a good feeling when a male officer walks up to you and tells you he was wrong in his first impressions

about working with a woman," Taggert said. "That's worth a lot. I hope some day that won't be a consideration." □

Nelson is assigned to the Public Affairs Office, Naval Submarine Base Bangor, Wash.

AT3 Sara Branch

Story and photo by JO2 Evone Fowler

When she joined the Navy five years ago, her hometown of Baxley, Ga., didn't have a lot to offer a 17-year-old girl. Aviation Electronics Technician 3rd Class Sara Branch remembers it clearly.

"I knew at that age I was not ready for college — the Navy was by far the best choice," Branch said. "The most valuable lesson I've learned in the Navy is to grow. Whether professionally, personally or educationally, it's there for those who want it. But you have to be the one to want it, and take the first step in making the best of your life in the Navy."

Branch, now at Patrol Squadron

30, Naval Air Station Jacksonville, Fla., has applied to the Enlisted Education Advancement Program.

"If I get accepted into the program, it will be the first step toward continuing on to a four-year institution and getting my degree in electronic engineering," Branch said. "My goal is to become a Naval officer."

Branch believes the Navy offers many chances for people to better themselves no matter which direction they choose.

Since she joined the Navy, the 23-year-old Branch has been stationed in Jacksonville, less than 200 miles from her hometown. But, with her

squadron, she's had a chance to see some of the rest of the world. Her first tour took her to Rota, Spain, and the Azores in 1983.

"I was scared to death," Branch said. "It was weird for me being out of the country for the first time. At 18, I didn't realize how much I had to be grateful for until I saw the ways of another country."

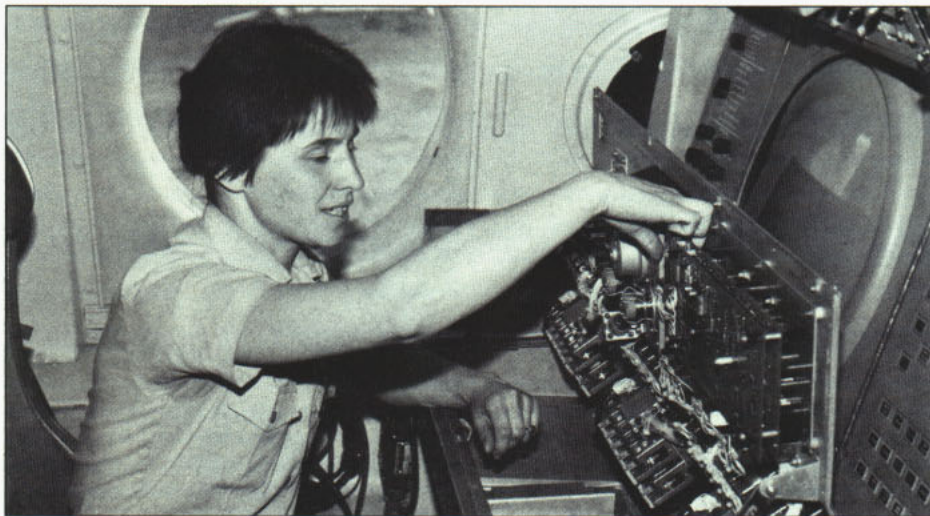
Since then Branch has made deployments to Sicily and Bermuda. Unlike her first trip, she now looks forward to the opportunity the Navy has given her to learn more and meet many different kinds of people.

"Growing up in a small town, everyone seemed the same," Branch said. "But in the Navy, one of the first things I learned was how different people are."

Branch is optimistic about the future of women in the Navy. "I think some women make it harder on the rest by 'fueling the fire' — the idea of females being so helpless," Branch said. "In my job, I sometimes must lift a 75-pound receiver/transmitter, or carry toolboxes up and down plane ladders. If I need help, I'll ask, but I will not ask just because it may be expected of women."

Branch said she would like to have a family someday, but would also like a career. "I feel there is a time and place for both, but for me right now, meeting the commitments of the Navy is most important." □

Fowler is assigned to Commander, Helicopter Wings Atlantic, NAS Jacksonville, Fla.



Navy women on

When Cmdr. Rosemary Mariner takes charge of VAQ 34, an A-6B squadron at Point Mugu, Calif., next fall, she will become the first woman commanding officer of a reconnaissance squadron in the Navy. Currently assigned as an instructor pilot and administrative officer for VA 122, Naval Air Station Lemoore, Calif., Mariner is one of many Navy women who have met the challenges of Naval aviation.

Mariner, one of the first eight women officers to enter Naval aviation, became the first woman designated to fly tactical jets, in 1975.

"We were told we had a pioneering sense. There was no such thing as 'never' to us," she said.

Many things have changed since Mariner joined the Navy and began her career in aviation. Mariner's generation of female fliers has broken down many barriers, benefitting women Naval aviators of the future. "Flight training now is completely equal, including the jet pipeline. Carrier qualification and flying mail and supplies off carriers are now routine. Female helo pilots routinely deploy to the 6th and 7th Fleets as members of helicopter detachments," she said.

"Before, a female pilot couldn't even hover above the *Lexington* (AVT 16). "It's a natural evolution. There has been a profound change in attitudes of men and women."

Carrier duty

Female pilots are not the only ones who want to go to sea.

"I would love to be stationed on a carrier," said Airman Lynne Court-

ney, an aviation structural mechanic (hydraulics) assigned to NAS Lemoore. The New York native spent 13 months on Lemoore's VA 122 flight line and was one of 10 women sent on a detachment to USS *Enterprise* (CVN 65). Temporary assignments are authorized when there is no likelihood of combat operations.

"It was a little scary at first. You're surrounded by different kinds of aircraft and trying to sort them out," Courtney recalled. "But once you've sorted it out, the fast pace is exciting."

The daughter of a lumberjack, the 24-year-old joined the Navy in December 1985 because she wanted to learn something new.

"AMH was one of the few schools available, and I took it."

Arriving at the airframes shop after being stationed on the flight line has left Courtney somewhat in shock.

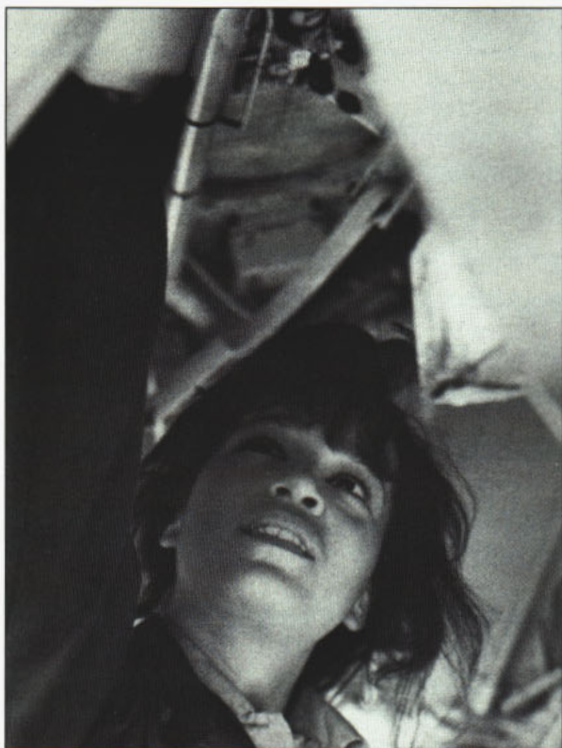
"You come from knowing exactly what you're doing, to trying to utilize things you learned almost two years ago in "A" school," she said.

"I think women have to prove themselves — they have to work harder than the males. I don't like being limited to where we can go," she continued, expressing frustration at not being able to be stationed on a carrier. "I believe we can perform in combat as well as guys — maybe even better."

AA Ora Howard (upper right) signals for power. AE3 Deana Miller works on the anti-skid control box for an F/A-18 Hornet.



the flight line



AN Grisselle Martinez (left) inspects an aircraft. AMHAN Lynne Courtney (below) rigs a flap system on a *Corsair* attack aircraft. Women plane captains (bottom) prepare for a launch.



Navy women



AO3 Alice Glenn

The fun's just starting

For some women, going to sea on board a carrier isn't their goal, but proving to their male counterparts that they're up for the task, whatever it might be, is just as important.

"At first it was the paycheck," said Aviation Machinist's Mate 3rd Class Rosemary 'Rose' Schmitz, assigned to the aircraft intermediate maintenance department at Lemoore. "Now it's the challenge."

Schmitz is up to the challenge.

"You have no problems with men as long as you can prove to them you

can do the job," said the A-7 mechanic about her work.

One of eight children, Schmitz is an avid weightlifter. Able to bench press 135 pounds, the Michigan native can probably lift more than many of the men in her shop.

Her physical strength enables her to overcome something more than heavy loads: the stereotype that says all women are frail.

"When women were first being integrated in the shops," said Light Attack Wing Command Master Chief Larry Kirkpatrick, "they were stereotyped into this frail little creature who wouldn't be able to do anything.

"When one of the guys would come up and say, 'Chief, I don't want that woman in my shop, she can't lift a 150-pound strut,' I'd have to say, 'Neither can I — can you?'"

Kirkpatrick, who has been in aviation for a quarter of a century, was attached to VFA 125 at Lemoore when the squadron became co-ed.

"I may forget my anniversary, but I'll never forget the first female who worked for me," he said, "Airman Talicky.

"At first, I had reservations about a female metalsmith," Kirkpatrick recalled. "But as it turned out, she was one of the best metalsmiths who ever worked for me.

"In fact, when it came to sending someone TAD, I'd give up two male sailors before I would give her up. The main thing is I think we're almost there," Kirkpatrick said.

Tons of opportunities

Aviation Electrician's Mate 3rd Class Deana Miller, VFA 125, is doing exactly what she always wanted. "I feel very fortunate that I've gotten to be an electrician. I originally wanted to be a technician for bands, you know — lighting, sound," she said.

Miller thinks she has a bright future in Naval aviation, and few who know her work would disagree. "There's no limit to what a person

can do. There are tons of opportunities," she said.

The Cahokia, Ill., native worked on the line for a year and a half. She took the rating test for AE3, missing it by a quarter of a point. The line division officer nominated Miller for the command advancement program.

"There was some resentment from the fellows, and I don't blame them. But that doesn't mean I don't deserve it. There just has to be a lot of communication to work out bad feelings," Miller said.

"Females are a small number, and when one is really reaching and going that extra effort, it stands out," Miller continued. "The fact we are a minority is hard — that's the toughest part of being a female. But I guess it's like being one anywhere."

Aviation Ordnanceman 3rd Class Alice Glenn is another woman assigned to NAS Lemoore who knew what she wanted and went for it.

"I came in non-designated, but knew I was going to do something nontraditional," said the East St. Louis, Ill., native and single mom of seven-year-old Matthew.

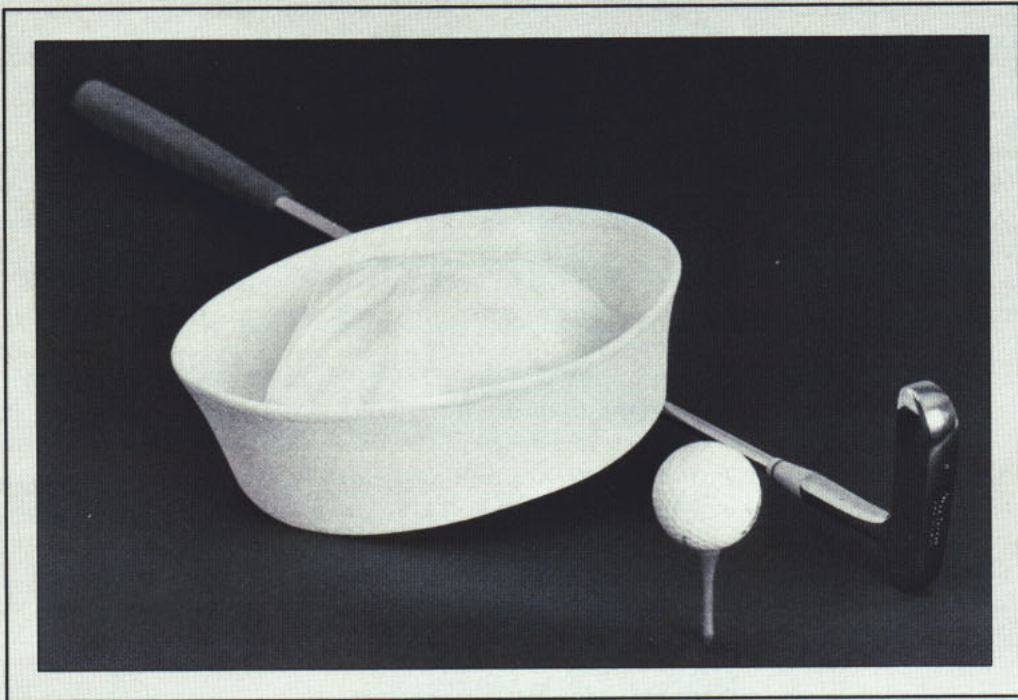
"I wanted to contribute in some way that most females don't want to. If we go to war, someone has to fill the vacancy. I am going to be a help, not a hindrance," she said.

Navy women assigned to aviation units at NAS Lemoore all have their own reasons for joining the Navy and working in Naval aviation. Like other women in the Navy, they encounter new challenges and overcome stereotypes as they become more integrated into traditionally male-oriented jobs. Whether on the flight line, in the cockpit, or behind a desk, "Women have to judge themselves by the same standards as men do," said Mariner, "and know that aviation is no easy lifestyle and go on from there." □

Reilly is a photojournalist assigned to PAO, NAS Lemoore, Calif.

6

Navy Rights & Benefits



Retirement

One of the major attractions of a military career has always been the retirement package. Most members become eligible for retirement after 20 years of service, regardless of age or rank. It provides an element of security as well as a chance to embark on a second career, while still enjoying many benefits of the first.

In this issue, we take a look at what the military retirement package includes, how to make sure you are able to take full advantage of these benefits, and where to go if you need help or information.

Categories of retired personnel

Regular Navy retired list

Consists of regular Navy officers and enlisted personnel who are entitled to retirement under any provision of law. They are subject to the Uniform Code of Military Justice and to the orders and regulations of the Secretary of the Navy. They may be ordered to active duty at any time, at the discretion of the Secretary of the Navy.

Fleet Reserve

Consists of former warrant and commissioned officers and enlisted personnel of the regular Navy and Naval Reserve who have been transferred to the Fleet Reserve upon completion of 20 years or more — but less than 30 years — of active military service including constructive service earned through Dec. 31, 1977. Members of the Fleet Reserve are entitled to receive retainer pay when they are released to inactive duty. They are subject to the Uniform Code of Military Justice and to the orders and regulations of the Secretary of the Navy. They are also subject to recall at any time to active duty. Members are transferred to the retired list upon completion of 30 years service — active and Fleet Reserve.

Naval Reserve retired list

Composed of members (not including former members) of the Naval Reserve entitled to retired

pay. Retired members of the Naval Reserve may be ordered to active duty without their consent but only if the Secretary of the Navy, with the approval of the Secretary of Defense, determines that there are not enough qualified reserves in an active status.

Retired reserves

Consists of reservists who have been transferred to the Retired Reserve without pay.

Temporary disability retired list

Consists of members who have been found to be temporarily unable to perform the duties of their rank or rate by reason of physical disability which may be of a permanent nature. For more details, see the *Disability Evaluation Manual* (SecNavInst 1850.4A).

Permanent disability retired list

Consists of members who have been found to be permanently unable to perform duties of their rank or rate by reason of physical disability. For more details, see the *Disability Evaluation Manual* (SecNavInst 1850.4A).

Computation of retired/retainer pay

Navy retired pay is computed under a variety of provisions of law. Active duty members who have questions about the formula to be used in computing retired pay should consult a career counselor. Retired members who have ques-

tions should submit them to the Navy Finance Center by letter.

If you registered allotments while on active duty, most will remain in effect when you are transferred to the Fleet Reserve or are retired, as long as the total amount allotted is less than the net retired or retainer pay.

Allotments from retired pay are allowed for life insurance premiums on your own life, or family-type insurance which includes your life. You may also register treasury allotments to repay indebtedness to another U.S. government agency, allotments for U.S. Savings Bonds, and allotments for the support of spouse, former spouse(s) and/or your children not living with you.

Survivor Benefit Plan

Established in 1972, the Survivor Benefit Plan replaced the Retired Servicemen's Family Protection Plan for all military personnel who retired with pay on or after Sept. 21, 1972.

The newer program complements the survivor benefits of social security. It provides all career members of the uniformed services — who reach retirement eligibility, including reservists who qualify for retired pay at age 60 — an opportunity to leave a portion of their retired pay to their survivors at a reasonable cost. See the "Survivor Benefits" article in the January 1988 *All Hands*.

Retirement

Travel, shipment and storage of household goods

A retiree may select a home location and receive travel allowances and shipment of personal property from the last duty station to a new location. This includes a Navy member on active duty who is retired for physical disability, placed on the temporary disability retired list regardless of length of service, or who, following at least eight years continuous active duty with no break in service of more than 90 days, is transferred to the Fleet Reserve, discharged, or involuntarily released with readjustment or severance pay.

The home selected does not have to agree with the home of record. However, once a member has selected a home and traveled to it, the selection is irrevocable as far as receipt of travel allowance is concerned.

Travel to the selected home and turnover of the personal property for shipment must, in general, be completed within one year after termination of active duty.

There are exceptions to the one year time limit. For more information see your career counselor or personnel officer.

Travel of dependents

Upon retirement, a Navy member is entitled to transportation of his or her family to the same location to which the member travels. This includes all officers and all enlisted personnel in paygrades E-5 to E-9, and E-4s with more than two years of service.

Family members must perform their travel within one year after termination of the member's active duty, with the same exceptions that apply to the member.

Base facilities and other privileges

Members retired with pay can use U.S. armed forces base facilities depending on the availability of space, facilities and capabilities of the activity. Reserve personnel retired in non-pay status are not entitled to these privileges.

The commanding officer of the service activity determines whether or not base facilities can accommodate retired personnel. The use of a base facility is a privilege which may be granted, not a right to which a retired member is automatically entitled.

The United States Naval Home

The United States Naval Home, Gulfport, Miss., is maintained for officers and enlisted personnel who have been separated from service under honorable conditions and are unable to support themselves.

Eligible for admission are former Navy, Marine Corps and certain Coast Guard members. The physical condition of applicants must be such that they can be adequately cared for in the existing facilities.

The home is managed by the Naval Military Personnel Command.

Uniformed Services Health Benefits Program

The USHBP is a comprehensive health-care plan that includes care provided in Uniformed Services Medical Treatment Facilities and care from the civilian system at full or partial expense to the government.

Retired and dependent personnel may be provided medical and dental

care if space, facilities and proper medical staff are available. Since all USMTFs do not have the same medical capabilities, contact your Health Benefits Advisor to find out which services are available.

No charge is made for outpatient care; however, there is a small daily charge for inpatient care of retired officers and dependents. Retired enlisted do not pay for inpatient care.

When a retired or dependent patient requires care beyond the capabilities of the USMTF, there are several options available. The USMTF is authorized to transfer the patient to the nearest USMTF with those services available. When the patient will remain under the "medical management" of the USMTF, the necessary supplemental professional services or supplies may be bought using the USMTF's operating funds. More commonly, the USMTF will "disengage" the patient, thereby giving up the medical management of the case. At this point the patient assumes financial responsibility for all costs.

Retired, dependents of retired members and survivors of deceased active duty or retired personnel are eligible for civilian care obtained at partial government expense under the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS).

However, CHAMPUS shares only certain medical bills. You pay the full bill for any care that is not covered by CHAMPUS. This, combined with decreased access to health care at many USMTFs, makes it smart to buy some type of health insurance supplement. See the "Medical and Dental Care" article in the April 1988 *All Hands* for further information on CHAMPUS and on supplemental insurance.

Veterans benefits for retirees

The Veterans Administration is the agency responsible for administering the federal veterans' programs authorized by Congress. Retirement is considered the same as discharge for the purpose of VA benefits. Therefore, the benefits administered by the VA which are available to personnel being separated or discharged from active service are available under the same conditions to retired personnel.

Eligibility for individual retired members for specific VA benefits must be determined by the VA. The Navy Department has no control over benefits authorized by law and payable by other government agencies. The percentage of disability determined by the Navy for retirement purposes does not affect the determination of percentage of disability determined by the VA for VA benefits. The role of the Navy Department consists only of furnishing to the VA information which might be requested by that agency concerning retired Navy members' military service and military retired pay.

The VA has regional offices in each state, Puerto Rico and the Philippines. Questions concerning VA benefits should be addressed to the nearest VA office. Toll-free telephone service is available to all offices.

The VA is authorized by law to guarantee loans for homes; to administer the National Service Life Insurance, Servicemen's Group Life Insurance and Veterans Group Life Insurance programs; to provide medical benefits; to administer compensation and pension benefits payable to eligible veterans and their survivors; to provide vocational rehabilitation training and other aids to dis-

abled veterans; to provide education assistance or benefits for veterans, depending on their service dates; and to administer certain burial benefits. All veterans are eligible for medical care. Those with higher incomes are required to pay a portion of the cost if they do not otherwise qualify for no-cost care.

Federal and state benefits

Unemployment compensation

Your eligibility for unemployment compensation is determined by the law of the state in which you file a claim.

The weekly benefit amount is determined by state law based on a person's prior earnings. Some states increase the weekly benefit amount by allowances for dependents. State laws, in general, require that to be eligible for unemployment benefits, an individual must:

- have had sufficient qualifying earnings and employment during the base period;
- be unemployed through no fault of his/her own;
- be physically able to work and be available for work;
- comply with the state's claim filing and registering-for-work requirements.

Income while unemployed may affect your eligibility for unemployment insurance. In some states, benefits are reduced or denied if you receive pay for unused leave or severance pay. Federal law requires all states to reduce an individual's weekly unemployment benefit amount by the pro-rated weekly amount on any pension or retirement pay the individual is receiving. Federal law also permits exceptions to the pension deduction requirement and accordingly, some states'

laws limit the deductions of a pension to the amount of the pension financed by the individual's base-period employer. Benefits will not be paid in any state while you are receiving certain education assistance or vocational subsistence allowances from the VA.

You may receive unemployment compensation for ex-service members (Title 5, U.S. Code, Section 8521) if you meet the following federal service criteria:

- You must have completed your first full term of active service.
- You must have been separated from military service under honorable conditions.
- If you were discharged before completing your first full term of service, you must have been separated for:

- 1) the convenience of the government
- 2) medical reasons, pregnancy, or parenthood
- 3) hardship, or
- 4) personality disorder or inaptitude, but only if the service was continuous for 365 days or more.

Benefits are payable five weeks after you are separated, provided you are otherwise eligible. Federal law provides that you will be eligible for up to 13 weeks of unemployment compensation benefits or any amount equivalent to 13 times your weekly benefit amount.

Contact your local office of state employment service to determine eligibility. If there is no office in your locality, ask the local postmaster for the address of the nearest office. In applying, bring in DD form 214N, your social security card, and record of civilian employment, if any, both before and after military service.

Appeal rights

Appeal rights are provided by fed-

Retirement

eral and state laws. You may ask the state agency for a hearing regarding any notice of determination which reduces or denies your claim for unemployment compensation.

Veterans preference in civil service

A veteran who's disabled or retired, and below the rank of major or the equivalent, may be eligible for preference in competitive examinations for an original civil service appointment.

Five points are added to the earned rating of an applicant who makes a passing grade and is an honorably separated veteran who served on active duty in the armed forces:

- During any war (the official dates for war service are April 6, 1917, to July 2, 1921, and Dec. 7, 1941, to April 28, 1952).
- During the period April 28, 1952, to July 1, 1955.
- In a campaign or expedition for which a campaign badge or service medal has been authorized.
- For more than 180 consecutive days, any part of which occurred after Jan. 31, 1955, and before Oct. 15, 1976, not counting an initial period of active duty for training under the six-month Reserve or National Guard programs.
- Service personnel who began active duty after Oct. 14, 1976, or served in any campaign or expedition for which a campaign badge or service medal was authorized. People who qualify for preference must also have served a total of 24 consecutive months active duty, or the full period called for when ordered to active duty. This does not apply to people with service-connected disabilities.

Ten points are added to the earned rating of an applicant who: a) makes a passing grade and who establishes a claim to preferences by having ac-

tive wartime or peacetime service and has a service-connected disability, or b) is receiving compensation, disability retirement benefits, or pension under the laws administered by the Veterans Administration, Army, Navy, Air Force or Coast Guard.

A veteran who has been awarded the Purple Heart for wounds received in action is considered to have a service-connected disability.

In some cases, a 10-point veteran's preference may also be awarded to a spouse of an unemployed 10-point veteran with a service connected disability, or to:

- The unremarried widow or widower of an honorably separated veteran who served on active duty during any war, or during the period April 28, 1952, to July 1, 1955, or in any campaign or expedition for which a campaign badge or service medal was authorized. This includes the widow or widower of those who died on active duty during the same periods.
- The mother of a veteran who died under honorable conditions while on active duty during the same period, or who became permanently and totally disabled because of a service-connected disability. She must be widowed, divorced, or separated from the father, or he must be permanently and totally disabled.

VA education assistance

Education assistance is available under the Survivors' and Dependents' Educational Assistance Program to the children, spouses, or surviving spouses of members retired with total and permanent disability, or deceased retired members if their disability or death was a result of service in the armed forces after the beginning of the Spanish-American War on April 21, 1898.

Age limits of children are generally between 18 and 26. But in some instances, children below or above those age limits who are otherwise eligible may be permitted to receive assistance.

Application and further information are available from any VA regional office serving the state or area in which the child is living.

GI Bill education benefits

The GI Bill education benefits for eligible veterans was explained in "Education Opportunities" in the February 1988 issue of *All Hands* magazine.

Dependents scholarship program

The Navy has no funds to educate the dependents of our sea service members. However, for the past 30 years a scholarship program funded through Navy-oriented organizations has provided financial aid for dependents desiring a college education. Individual sponsors establish their own eligibility criteria, make candidate selection and pay out all monies to recipients. Scholarship amounts range from \$500 to \$2,000 per year.

There are approximately 50 individual scholarships within the program which provide funds for dependent sons/daughters of active duty, retired, disabled and in some cases, honorably discharged members of the Navy, Marine Corps and Coast Guard. Some of the scholarships provide funds for graduate study and funds for spouses who wish to continue their education.

The scholarship program is open each year from Sept. 1 through the following April 1 to dependent children (including legally adopted and stepchildren) who are unmarried and under age 21, or under age 23 if enrolled in a full time course of study at an accredited institution of

higher learning. An applicant may apply for more than one scholarship if he/she is eligible. High school students should apply at the beginning of their senior year. College students, if under age 23, may apply during any of their four years of study.

The Commander, Naval Military Personnel Command is responsible for updating, printing and distributing the program materials each year. Information and scholarship packets may be obtained after Sept. 1 each year by writing to the Commander, Naval Military Personnel Command, (NMPC-641D), Navy Department, Washington, D.C. 20370-5641. Requests must be received in NMPC no later than March 15 each year. To expedite receipt of the materials, the applicant should state in the letter that he/she is a qualified USN, USMC or USCG dependent.

Help from private groups

Navy Relief Society

The Navy Relief Society helps retired Navy and Marine Corps members and widows and widowers of deceased members. Financial assistance, education opportunities and budget counseling are just some of the services provided by Navy Relief. Contact your local Navy Relief Society office for further information.

American Red Cross

Many offices of the American Red Cross assist in preparing and developing claims for VA benefits. Red Cross chapter participation in this service is based on local needs and existing resources, but information and referral for VA claims assistance is always available.

Also, chapter and national Red Cross staff help with requests for review of discharge or correction of

military records. Chapter workers also help with applications for other federal and state benefits, including those available under the Survivor Benefit Plan.

The Red Cross provides information about, and helps in obtaining services from other agencies, offers counseling in personal and family problems and assists in planning to meet financial needs.

By agreement with the Navy Relief Society in areas where there is no Navy Relief auxiliary, Navy and Marine Corps personnel and their families may apply for financial assistance through the Red Cross. If Navy Relief so authorizes, the Red Cross will advance the funds on their behalf.

Veterans' and other organizations

Seventy organizations, including state agencies, have been authorized to present and prosecute claims to the Veterans Administration on behalf of veterans and their dependents. These are either chartered by Congress, designated by Congress, or otherwise recognized by the VA. Only one organization may represent you at any one time. Contact the local chapter of veterans' organizations for further details.

Burial benefits

The Retired Personnel Support Branch of the Naval Military Personnel Command (NMPC-693) will, at the request of survivors of deceased retirees, provide information about benefits for which they may qualify through the Navy and other agencies by reason of the military service of the deceased. You can call toll-free at 1-800-255-8950.

This service is furnished in lieu of that provided through the casualty assistance calls program in the case of death of active duty members.

This assistance may also be requested from the nearest naval activity.

The surviving spouse or immediate survivor of the retired member may also receive advice and assistance from various service and veterans' organizations. Representatives of these organizations can help in completing any required forms and give information concerning benefits.

There is no charge for gravesites or for the opening or closing of graves in a national cemetery. However, expenses for preparation, casketing or transportation of remains from the place of death to a national cemetery must be met from private funds.

Both the VA and the Social Security Administration provide partial reimbursement of burial expenses under certain conditions, regardless of whether the burial is in a national cemetery.

A member or former member whose last active service terminated honorably is eligible for burial in a national cemetery, except Arlington, in which grave space is available.

If an individual — retiree or dependent — wishes to be buried at sea or to have cremated remains scattered over the ocean, that request should be in writing. Upon death, the individual designated to make disposition of the remains should contact the Office of Medical Affairs through the nearest naval activity for assistance.

A headstone or grave marker is available without charge for any deceased veteran of wartime or peacetime service whose last period of active service was terminated honorably. The VA will also allow a maximum of \$76 toward the purchase price of a headstone or grave marker if it is more desirable to pur-

Retirement

chase one from a commercial supplier. Application for reimbursement may be made on VA Form 21-8834, application for Reimbursement of Headstone or Marker Expenses.

An American flag will be furnished by a VA office or a first-class post office to drape the casket of each retired member. The flag is delivered to the next of kin following interment.

The renditions of military ceremonies or honors depends upon the status of the decedent and upon the availability of American forces troops at an armed forces installation near the national cemetery or private cemetery. If it is determined by the commander of such installation that troops are not available, the next of kin or his representative may be able to arrange for the rendition of honors by members of local veterans organizations.

Checkoff list

The head of a family can make things easier for that family by having papers in order so dependents will know their rights and benefits.

Retired members

Protect your family. Read and review the *Navy Guide for Retired Personnel* with your family. Before retirement, order copies in accordance with NavSup 2002, COG I stock No. 0500-LP-1021. After retirement, current editions may be purchased from the Superintendent of Documents, GPO, Washington, D.C. 20402. Complete the Report of Personal Affairs found in the guide.

Keep your address current. Notify, as appropriate, the Naval Reserve Personnel Center, Navy Finance Center, Veterans Administration and the Naval Military Personnel Command.

Safeguard your records. Keep copies of your naval records and retirement papers in a safe place. Consider recording your DD 214's at the Clerk of Courts office nearest your home. Be sure to record for your next of kin where they may be obtained. Members who elected participation under the Survivor Benefit Plan should include information to that effect. Pre-Sept. 21, 1972, retirees who retained coverage under the Retired Servicemen's Family Protection Plan should keep their RSFPP Election Notice with important papers. Information from these records will be needed to apply for certain benefits.

Keep your beneficiary current. Make changes as necessary due to changes in marital status, deaths, etc.

Correspondence concerning benefits. In all correspondence, identify yourself completely by full name, rank/rate, service/file number, Social Security number and branch of service. If corresponding with the VA, include your claim number.

Periodic check on insurance. Check your insurance policies periodically to ensure the current beneficiary is listed. Holders of term contracts should consider converting to permanent plan insurance.

Obtain and read the applicable publications in the accompanying list.

Survivors

Burial in a national cemetery, reimbursement of burial expenses and headstone information was described previously.

Notification in the event of member's death. Immediately upon death of a retired member, who was retired with pay, the next of kin or the person designated should notify the Navy Finance Center, Casualty

and Annuity Section. Call collect at (216) 522-5495/6/7. Provide the current address for yourself or executor of estate. This will assist in expediting payment of survivor benefits.

The next of kin of a retired reservist who was not receiving retired pay at the time of death should notify the Commanding Officer, Naval Reserve Personnel Center, Code 41, New Orleans, La. 70149-7800. Telephone (504) 948-1832.

Review the personal affairs records. Verify essential information concerning retired member and location of important documents.

Benefits for survivors. Don't hesitate to apply for any benefits to which you think you are entitled. Enclose all documents required by the application.

Advice and assistance. Contact the State Veterans Affairs office, the VA, Red Cross, other appropriate organizations, or any naval activity for help. Additional information is available from the Retired Affairs Branch, Retired Casualty Section, of the Naval Military Personnel Command (NMPC-643). Call toll-free 1-800-255-8950.

Publications of interest to retirees

Retirement and other benefits

Disability Separations (NavEdTra 46601 rev. 1987). Contains information about procedures leading to disability retirement or discharge of the active duty member. For a copy of the pamphlet, contact your command, your service publication distribution center or the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Federal Benefits for Veterans and Dependents (VA Fact Sheet IS-1),

Government Printing Office, Washington, D.C. Contains general information concerning most federal benefits enacted by the Congress for veterans, their dependents and beneficiaries.

Once a Veteran (NavEdTra 46602 series), American Forces Information Service, Department of Defense. Contains information on benefits available from the Veterans Administration and other federal agencies for service members to be released from active duty.

Reference Guide to Employment Activities of Retired Naval Personnel (Nav-So P-1778), Office of the Judge Advocate General, Department of the Navy, 200 Stovall St., Alexandria, Va. 22332. Explains the Dual Compensation Act, conflict of interest and other restrictions on civilian employment.

Survivors, U.S. Department of Health and Human Services, Social Security Administration, SSA Publication No. 05-10084, January 1988. Contains information concerning Social Security survivor benefits.

Your Personal Affairs (NavEdTra 46600 series), Office of Information for the Armed Forces, Department of Defense. Contains general information about matters affecting the personal affairs, including insurance and benefits, of service members and their families.

Veterans Preference in Federal Employment (EV 2), U.S. Office of Personnel Management, Washington, D.C., Government Printing Office. Explains the various restrictions imposed upon retired military personnel in federal employment.

Federal Job Information Centers Directory (BRE-9), U.S. Office of Personnel Management, Washington, D.C. 20415. This is a comprehensive listing of Federal Job Information

Centers throughout the United States where answers can be provided to questions about federal employment.

Tax Credit for the Elderly (Publication No. 524). This document may be obtained free directly from District Directors of the Internal Revenue Service.

Additionally, the two publications described below contain comprehensive, up-to-date, Navy-specific information on military retirement that the retiree should find particularly useful.

Navy Guide for Retired Personnel and Their Families (NavPers 15891 series). Provides detailed information on retired rights, benefits and privileges. In accordance with MilPers Manual article 6220120, this publication will be provided to career personnel prior to retirement. Copies may be ordered in accordance with NavSup 2002, COG I stock No. 0500-LP-345-1021. After retirement, current editions may be purchased from the Superintendent of Documents, GPO, Washington, D.C. 20402.

Shift Colors (formerly the *Retired Naval Personnel Newsletter*). Published quarterly, updates information provided in the *Navy Guide for Retired Personnel and Their Families* and serves as an official line of communication between the Navy and members of the retired community to keep them informed of new legislation, significant changes in regulations and policy and recent developments in the Navy. Retirees' names are entered automatically on the subscription list. Members who do not receive an issue within six months after retirement should contact the Commanding Officer, Naval Reserve Personnel Center, Code 03, New Orleans, La. 70149.□

Medical claims correction

A box on page 42 of the April 1988 issue of *All Hands* magazine erroneously listed Naval Medical Clinic Pearl Harbor, Hawaii, as the address for processing all medical and dental claims for all active duty members who received emergency care by civilian providers.

Commands should *only* send claims to Hawaii for Navy and Marine Corps active duty members who received treatment in Hawaii. Active duty Air Force and Army members should check with their local medical treatment facility for proper claims filing procedures.

In both emergency and non-emergency cases, claims should be sent initially to the member's command. Non-emergency care requires prior approval from the appropriate office of medical affairs or office of dental affairs. The individual's command then prepares NavMed 6320/10 in accordance with NavMedComInst 6320.1A, and forwards the claim to an OMA, ODA or other adjudicating authority, depending on where treatment was received.

The OMA and ODA addresses listed on pages 44 and 45 of the April issue of *All Hands* are correct, although some of the counties within the states assigned to those offices have changed since publication. Consult your nearest NavMedCom geographic command OMA or ODA for updated information.□

Mail Buoy

Cormoran vs. Cormorant

I recently read the February 1988 issue and I was particularly intrigued by the article on Project Sea Mark on Pages 18-25. But there are two inaccuracies in the article that I must point out; I refer to the name and type of German ship on the bottom of Apra Harbor, Guam on Page 21.

The article identifies the ship as *Cormorant*, whereas, the correct name is *Cormoran*. Also the article identifies the ship as a merchantman when the vessel is actually an Imperial German Navy cruiser. I submit these corrections so that the writer would be informed of the mistakes.

My reference is the book, *A Complete History of Guam*, by Paul Carano and Pedro C. Sanchez, published by Charles E. Tuttle Company. Both authors are noted historians on Guam. Pages 224-227 of their book give a brief scenario on how the vessel came to Guam and how it was scuttled by its German crew.

Today, *Cormoran* is a popular dive attraction for local divers and military personnel stationed on the island.

—Ens. Stefan M. Wusstig
USS *Peoria* (LST 1183)

NavElex-cellent

It was with great pleasure that I read JO2 Masci's article on NavElex San Diego in your February 1988 issue. I recall the anticipation I always felt, during 23 years of active duty, early each month for my opportunity to read *All Hands* for the "latest scoop" on what was going on in the Navy. I'm happy to say I find the fine tradition of items of interest to "all hands" still being reported and I offer a personal "Bravo Zulu" to you and the entire *All Hands* staff.

Petty Officer Masci interviewed me for my input to the NavElex story and I feel that he conveyed my feelings very well. Systems manufacturers often apply a descriptive name to a common device. For example, a screw or "fully slotted, manually activated, fiber-intrusive, materials securing unit." The purchasing agent seldom sees what he buys, so the contractor increases the price based upon the description.

Incidentally, the "faulty gasket" I am holding in the photo was listed by the

Defense Logistics Agency for \$1,737.06. But, since our inquiry, has decreased in cost to \$6.48. We use 400 of them each year.

Again, thank you for your fine article.
—Robert J. Simmons, ETCS (ret.)
San Diego, Calif.

Safety first

Inside the back cover of your October 1987 issue, you show a picture of a senior chief really getting hosed for a good cause. Atta boy, Senior Chief, but next time please wear your personal safety equipment properly, i.e. goggles. We would hate to think that a top-notch magazine like *All Hands* condoned the unsafe act pictured in the name of charity. Keep up the excellent work, but think "safety first."

—AMSC J. Y. Peebles
NAS Atlanta
Marietta, Ga.

Reunions

• **Jonathan M. Wainwright DoD School; Tainan, Taiwan**—Reunion July 1-3, 1988. San Francisco Airport Marriott Hotel. Contact Joy Harper Bryant, 13534 Sprucewood, Dallas, Texas 75240; telephone (214) 392-2915.

• **VQ-1/VQ-2**—Reunion July 2-3, 1988. Washington D.C. Contact Richard M. Norman, 5118 Pheasant Ridge Road, Fairfax, Va. 22030; telephone W: (202) 695-9590, H: (703) 830-0443.

• **USS Terry (DD 513)**—Reunion July 2-4, 1988. Holiday Inn, 3300 Dixie Bee Highway, Terre Haute, Ind. 47802. Contact Frank Lewis Wey, 1519 Woodley Ave., Terre Haute, Ind. 47804; telephone (812) 232-7330.

• **USS Santee (CVE 29/ AO 29), Squadrons 24, 26, 29, and Marine 21**—Reunion July 7-9, 1988. Omaha, Neb. Contact Bill Walsh, 205 S. 16th St., Denison, Iowa 51442; telephone (712) 263-2737.

• **CBMU 593**—Reunion July 15-17, 1988. Port Hueneme, Calif. Contact L.K. Martin, 1916 Windsor Ave., Owensboro, Ky. 42301; telephone (502) 683-4268.

• **UDT/SEALs**—Reunion July 15-17, 1988. USNAB Little Creek, Va. Contact Fraternal Order of UDT/SEAL, P.O. Box

5365, Virginia Beach, Va. 23455.

• **3rd BLT, 3rd Marines, 3rd Marine Division and Navy Personnel from the Vietnam Era**—Reunion July 21-23, 1988. To be held in Florida. Contact John Mick, 1638 S.W. Coral Reef, Sebastian, Fla. 32958; telephone (305) 589-4671.

• **LST 582, World War II**—Reunion July 28-31, 1988. St. Louis, Mo. Contact Ed Novak, 2904 Hiss Ave., Baltimore, Md. 21234; telephone (301) 665-5953.

• **USS Ashland (LSD 1), USS Belle Grove (LSD 2)**—July 1988. Nashville, Tenn. Contact Del Catron, 14732 Van Buren St., Midway City, Calif. 92655; telephone (714) 897-1787.

• **Association of Minemen**—Annual meeting and reunion Aug. 12-14, 1988. Charleston, S.C. Contact Association of Minemen, P.O. Box 71835, Charleston, S.C. 29415; telephone Lyal Stryker, (803) 797-0841 or (803) 553-1450.

• **USS Tautog (SS 199/SSN 639)**—Reunion Aug. 18-20, 1988. Bremerton, Wash. Contact Joan M. Courteau, 2560 Roth Place, White Bear Lake, Minn. 55110; telephone (612) 429-6851.

• **USS Ranger (CV 61)**—Reunion Aug. 19-20, 1988. Arlington, Va. Contact John Muzio, P.O. Box 49, Round Top, N.Y. 12473.

• **River Patrol Force (Task Force 116)**—Reunion Aug. 19-20, 1988. Norfolk, Va. Contact Al Van Horne, P.O. Box 5523, Virginia Beach, Va. 23455, telephone (804) 486-1696.

• **USS Henderson (DD 785)**—Reunion Aug. 19-21, 1988. South Lake Tahoe, Calif. Contact Dick Sierra, P.O. Box 1024, South San Francisco, Calif. 94080.

• **USS Hoe (SS 258)**—Reunion Aug. 31-Sept. 4. Hyatt Regency in Milwaukee, Wis. Contact Harry Flagg, 7003 23rd Ave. W., Bradenton, Fla. 34209; telephone (813) 792-6916.

• **LST 47**—Reunion Aug. 30-Sept. 5, 1988. South San Francisco, Calif. Contact Robert J. Dolan, 24 Gray Brooke Lane, Florissant, Mo. 63031.

• **USS Bremerton (CA 130)**—Reunion Aug. 1988. Long Beach, Calif. Contact R. F. Polanowski, RD#1, Belfast, NY. 14711; telephone (716) 365-2316.

• **CGC Wachusett (WHEC 44)**—Reunion Aug. 1988. Seattle, Wash. Contact Gary E. Hodge, 115 W. Bullard Ave., Lake Wales, Fla. 33853; telephone (813) 676-4765.



Navy women • Page 18